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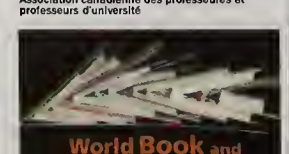

Judge Rejects Google Book Settlement

"THE question presented is whether the [settlement] is fair, adequate, and reasonable. I conclude that it is not." With those words in a ruling last month, a New York judge dealt a serious setback to Google's efforts to create a private digital store of the world's literary works.

Google's long journey to the courthouse began in 2004 when the corporation started digitizing the collections of several major U.S. university libraries. The agreement with libraries has enabled Google to scan more than 12 million books since then, in large part without permission of authors and publishers across the world.

In 2005, the American Authors Guild and major U.S.-based publishers sued Google, claiming its scanning project constituted copyright infringement. Google's defence was that because it intended to only make small portions of the books available for initial public viewing, the digitization was protected by the doctrine of fair use, the U.S. equivalent of Canadian fair dealing — the right to copy works without permission or payment in certain situations.

In October 2008, after extended discussions and before the trial started, the parties announced they had reached a settlement agreement that would allow Google's ebooks plan to go ahead in exchange for, among other things, a cash payment to authors and publishers. The proposed settlement triggered hundreds of objections and took a year to rework before a motion for final approval was filed in U.S. District Court in New York.

While Google, the Authors Guild and various commercial publishers were satisfied the arrangement was fair, hosts of individuals and organizations, including CAUT, were not. One of the main objections was that the plan would overwhelm other providers, including public institutions and rival corporations, and create a virtual monopoly for Google.

> Judge Chin correct in rejecting Google-plaintiffs' settlement.
> — James Turk, CAUT executive director

CAUT also outlined to the court in a written submission that the guild's commercial motivations prevented it from adequately representing the public interest concerns of Canadian academic authors in the settlement discussions; that more broadly, the settlement wrongly included Canadians among the authors bound by it, overlooking important differences between Canadian and American copyright law; that the settlement ignored the distinctiveness of Québécois authors; and that the settlement lacked privacy guarantees against the surveillance of reading activities, a fundamental component of academic freedom.

See JUDGE REJECTS Page A6 →

Une décision judiciaire rejette l'entente de règlement conclue avec Google

LE juge Denny Chin a dit non. « La question consiste à déterminer si le règlement est équitable, adéquat et raisonnable. Je conclus qu'il ne l'est pas. » Voilà comment, dans sa décision rendue le mois dernier, un juge de la cour fédérale de New York a fait essuyer un revers considérable à Google, qui tentait de mettre sur pied une boutique virtuelle privée des oeuvres littéraires du monde.

Le long périple juridique de Google commence en 2004, lorsque l'entreprise amorce la numérisation des collections de plusieurs grandes bibliothèques universitaires des États-Unis. L'entente conclue avec ces dernières mène à la numérisation de plus de 12 millions d'ouvrages, essentiellement sans l'autorisation des auteurs et des maisons d'édition du monde entier.

En 2005, la guilde des auteurs américains et de grandes maisons d'édition ayant leur siège aux États-Unis poursuivent Google pour violation du droit d'auteur. Dans sa défense, la multinationale soutient que puisqu'elle n'entendait mettre initialement que des extraits de livres à la disposition du public, son projet de numérisation est protégé par le principe d'utilisation équitable, c'est-à-dire le droit de copier des oeuvres sans autorisation ni paiement dans certaines conditions.

En octobre 2008, après maints pourparlers et avant l'ouverture des audiences judiciaires, les parties annoncent avoir conclu une entente de règlement permettant à Google d'aller de l'avant avec ses livrels en échange notamment d'un versement comptant aux auteurs et aux maisons d'édition. Des centaines d'objections sont toutefois soulevées en réaction au règlement proposé, lequel est remanié durant toute

Voir UNE DÉCISION à la page A5 →

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COMMENT
OPINIONS

COMMENTARY

Charity Model Is Bad Economics

By ROBERT CHERNOMAS

An open letter entitled "Encouraging charitable giving while reducing the deficit: facilitating gifts of private company shares and real estate" was published as a full-page ad in the Winnipeg Free Press on Feb. 10, 2011. The letter was addressed to Prime Minister Stephen Harper, Finance Minister Jim Flaherty and copied to their Liberal, New Democrat and Bloc counterparts. The signatories to the letter, which included the presidents of the universities of Calgary, Dalhousie, Manitoba, Montreal, Toronto and Western Ontario, supported an uncritical neo-liberal approach to the current fiscal situation and placed themselves publicly on the side of those who want to cut taxes and reduce public expenditures on education.

This document asserts as true a number of very controversial economic policy claims consistent with the ruling Conservative Party policies and ideology.

One claim is as follows: "Commendably, the upcoming budget is expected to focus on reducing the deficit primarily through spending restraint, rather than tax increases or reduction in transfer payments to the provinces. Given this focus it will be difficult for federal and provincial governments to increase funding significantly during the next ten years for health care, education, social services and arts and culture. However, the demand for the vital services provided by our not-for-profit-sector will continue to grow, particularly for health care as our population ages."

These university presidents seem to have missed a key feature of the Conservative position with respect to taxes. The Conservatives have decided the deficit can be fought by cutting corporate taxes and by reducing funding to the public sector and to arts and culture. This policy is problematic, since a major disadvantage of tax cuts for the wealthier and for corporations is that they often result in the retained revenue finding its way to investment outside our borders or into increased consumption of luxury goods from abroad.

See CHARITY MODEL Page A6 →

LETTERS

NSERC responds

In response to the commentary, "Time to Revisit NSERC Grant Rules" in the March 2011 issue of the CAUT *Bulletin*, we would like to clarify some of the points raised by Dr. John Murimboh.

As is the case in every granting agency's allocation processes, difficult decisions have to be made regarding the necessary tradeoff between the number of funded applicants and the average grant size. At NSERC, the executive committees of evaluation groups are asked to provide a recommendation in this regard, taking into consideration the specific needs of their community.

The discussion for the chemistry evaluation group in the 2010 competition Dr. Murimboh refers to was thorough and extensive. Faced with more meritorious applicants than could be funded through the budget, committee members examined various scenarios. In the end, they rejected the option of funding all Bin J applicants because it would have unacceptably eroded the purchasing power of the grants.

After hearing from our community, NSERC gave instructions to the evaluation group executive committees this year to no longer consider the option to "split" a bin. When faced with a situation of running out of funds within a given bin, most committees chose to award smaller grants to a larger number of researchers. The chemistry committee, again after careful deliberation, chose to give somewhat larger grants to a smaller number of applicants.

NSERC relies on the expertise of committee members to recommend the most appropriate options for their community. The Peer Review Manual is intended to guide their discussions, while allowing them to exercise their own judgement where warranted.

The decision to separate the assessment of an application's merit from the funding recommendation is a key aspect of making the current system fairer, more transparent and more dynamic.

NSERC continues to monitor the results of implementing the new process. Adjustments have already been made in response to the first two competitions using the current processes, and NSERC will continue to refine the system.

In an effort to provide the community with all the information it needs about peer review, competition results and other information related to Discovery Grants, we have added a page to our web site at www.nserc-crsng.gc.ca/discovery. This page will evolve over the next few months, with the addition of videos explaining the peer review process and other information.

Isabelle Blain
Vice-President
Research Grants & Scholarships
NSERC

Enforcement needed

We are pleased Penni Stewart (President's Column, *Bulletin*, March 2011) has brought attention to the importance of research integrity in Canadian universities. We have been investigating this topic for almost two years and have discovered that research fraud and misconduct are worldwide problems.

While we encourage the development and implementation of national standards, our research suggests this is not sufficient. What is frequently missing are meaningful consequences for research fraud and misconduct – both for the offending researcher and his/her host university. Standards without a means of enforcement are hollow deterrents. Serious violators need to be fined, fired from their positions, and barred from publishing and from receiving research funding.

This rarely happens except in heavily publicized cases. Institutions which are negligent in disciplining researchers who commit fraud or other research misconduct, or who willfully turn a blind eye, such as by ignoring whistleblowers, also need to be sanctioned.

Canadian universities and researchers are frequently oblivious to the fact that when they publish fraudulent findings, or findings that are deficient because of sloppy or negligent research design or analysis, other researchers, industry, government and consumers unknowingly reply upon these findings, believing they have empirical validity. Potentially, there can be legal liability for damages incurred by researchers who are led astray or consumers who die or are injured by using the products of flawed research.

We believe that two important steps taken in other countries to assure research integrity are anti-retaliation whistleblower protection laws and laws awarding financial incentives to whistleblowers who disclose fraud and misconduct involving public funds.

Canada is unique in lacking any protections at either the federal or provincial level. While Canadian universities may enact feel-good regulations that encourage the reporting of research misconduct, they will be ineffective since the risks of retaliation within one's university are real and without remedy. We view the implementation of such internal regulations as an acknowledgement of the seriousness of research fraud and misconduct and the need to articulate high standards, but lacking the courage to take the next logical step of enacting an effective method of enforcement.

Indeed, these policies or "rules" may ultimately be simply cosmetically appealing, politically correct half measures that create the illusion a university is serious about assuring truthful and competent research. The "fraud" of implementing toothless internal regulations dealing with research misconduct and whistleblower protection within Canadian universities may be as bad as or worse than the misconduct itself.

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PRESIDENT'S COLUMN

Harper Gov't Puts Library & Archives Canada at Risk

By PENNI STEWART

We have learned a lot about minority government over the past few years. Conventional wisdom characterizes minority governments as consensus seekers, prevented by Parliament from doing anything too outrageous, and therefore governing in a way where the majority's preferences rightly take priority over the minority's preferences. But any federal government, majority or minority, is the federal government and has near dictatorial control of the huge apparatus of our national government. Stephen Harper's tremendous innovation was to break the relationship between Parliament and governing and to apply his genius to the task of transforming Canadian government and society.

From its minority perch, the Harper government has worked at producing a cultural transformation. Funding cuts have decimated the social landscape. Gone is support for well-established programs like the court challenges program, the Women's Legal Education and Action Fund and KAIROS. But other victims of defunding include small neighborhood organizations that work with immigrants, refugees and working class people. One is the Davenport-Perth Neighbourhood Centre, near where I live, that provides a variety of health and community services in a poor area of Toronto. These government "initiatives" explicitly target equity and organizations serving marginalized communities.

Last summer's decision to cut the mandatory long form census, however, was qualitatively different. In a vivid demonstration of anti-intellectualism, secretiveness and opportunism, Harper defied his own ministers as well as a once-in-a-lifetime coalition of academics, students, health professionals, corporate elites, business and religious leaders. Like nothing before, this decision pointed to the government's intent to fundamentally restructure Canadian democracy towards increased individual and less community responsibility, a reliance on markets, and deeply conservative values. What was wrong with the long census form was that it measured the social inequality that is the natural outcome of policies based on neo-conservative faith.

This brings me to my "case study" of the rewriting of government organizations in the corporate image: the modernization project at Libraries and Archives Canada. Formed through the merger of the National Library and National Archives in 2004, the new body is the key Canadian institution responsible for the acquisition and management of our cultural history. It is entrusted with ensuring that present and future historians, genealogists, researchers and ordinary citizens have access to a complete and transparent documentary record of their society. Such a record not only sustains our collective memory, but is a means of holding government accountable to its citizens.

Acquiring and maintaining public records has traditionally been recognized as the work of professional librarians and archivists. Archivists, says Susan Crean, writing in the Literary Review of Canada, are "the real treasures" of archival research. Unfortunately, archivists and librarians are now absent from the leadership of Libraries and Archives Canada. In 2009, Daniel Caron, an economist, was appointed the Librarian and Archivist of Canada and there are currently no archivists or professional librarians on his senior management team.

The modernization project began last spring with a mandate to review how collections are acquired and preserved. One emerging priority is digitization, in preference to support for on-site consultation of paper records. The complexities of the digital age, with its burgeoning information, are said by Libraries and Archives Canada to make: "comprehensive acquisition and preservation unattainable goals," necessitating "informed preservation decisions." This worries historians and other archive users who are concerned this new approach will lead to a truncated cultural archive because of misguided selection or purging criteria, especially in the absence of professional expertise.

These concerns are well placed. In a recent speech, Mr. Caron talked of the need for a new record-keeping regime to identify government documents with "business value," and the "systematic elimination of all other information." The Canadian Historical Association counters that a holistic approach to records is needed because often the value of a document only becomes apparent long after its production. Digitization itself will never be complete, according to the association. In a recent comment, CHA notes that "A good website will remain not a portal to the whole collection, but largely a useful tool for planning a research trip in order to actually open books or boxes in the reading room."

Decentralizing where documents are held, and partnering with external organizations is also proposed for Library and Archives Canada. Decentralization will make carrying out research much more difficult, and as the number of collection sites multiplies, so do concerns about maintaining standards. In keeping with the Harper government's commitment to privatization, some of the partnerships will be with private businesses, threatening public access to our heritage.

The new business model has led to strained relations between Library and Archives Canada and its users. Most researchers using the national institution travel long distances to consult material in collections, requiring extended bours of service. In 2007, an abrupt change in services for retrieving and consulting material sparked public outrage. The conflict was resolved with the creation of a "services advisory board" that included representatives of user groups across Canada – at least until 2009, when Library and Archives Canada simply stopped calling meetings and let the board membership atrophy. This has excluded key communities from public consultation on the modernization efforts.

The restructuring plan for Library and Archives Canada threatens our cultural heritage. CAUT is embarking on a multifaceted campaign to underscore the importance of restoring librarians and archivists to the leadership of Library and Archives Canada; ensuring that acquisitions are directed to preserving the comprehensive historical record; creating standards and conditions for digitization under the oversight of professionals; holding public consultation; and ending the privatization of records. ■

LE MOT DE LA PRÉSIDENTE

La mise en péril de Bibliothèque et Archives Canada

Par PENNI STEWART

Les dernières années nous ont appris beaucoup de choses sur les gouvernements minoritaires. D'après les idées reçues, un gouvernement minoritaire doit fonctionner par consensus, et le Parlement veille à ce qu'il ne dépasse pas les bornes dans un domaine ou dans un autre. Ainsi, il gouverne de façon à ce que les préférences de la majorité l'emportent, comme il se doit, sur celles de la minorité. Au palier fédéral, par contre, le gouvernement, qu'il soit majoritaire ou minoritaire, est le gouvernement, et il détient un pouvoir quasi absolu sur l'immense appareil étatique du pays. Or, voilà que Stephen Harper a apporté une innovation majeure en opérant une rupture entre le Parlement et la direction des affaires de l'État et en s'ingéniant à transformer l'État et la société du Canada.

Cantonné dans sa minorité, le gouvernement Harper s'est évertué à réaliser une transformation culturelle. Le paysage social a été décimé par les compressions budgétaires. Des programmes bien établis, comme le Programme de contestation judiciaire, le Fonds d'action et d'éducation juridiques pour les femmes et KAIROS, ne reçoivent plus un sou. Sans parler des petits organismes communautaires qui s'occupent des immigrants, des réfugiés et de la classe ouvrière. Prenons l'exemple du centre communautaire Davenport-Perth, qui a pignon sur rue près de chez moi et qui offre dans un secteur défavorisé de Toronto divers services à la collectivité, notamment en matière de santé. Ce qui est directement ciblé par de telles « initiatives » gouvernementales, ce sont l'équité et les organismes qui oeuvrent auprès de groupes marginalisés.

Cependant, l'abolition du questionnaire détaillé obligatoire du recensement l'été dernier est une décision d'un tout autre ordre. Montrant on ne peut plus clairement son mépris de l'intellectualisme, son goût du secret et son opportunisme, M. Harper a tenu tête à ses propres ministres de même qu'à une coalition sans précédent d'universitaires, d'étudiants, de professionnels de la santé, de sociétés parmi les plus prestigieuses, de chefs religieux et de dirigeants d'entreprises. C'était du jamais vu : le gouvernement manifestait de façon absolument flagrante ses desseins de restructuration fondamentale de la démocratie canadienne par le triomphe de la responsabilité personnelle sur la responsabilité collective, le mercantilisme et les valeurs profondément conservatrices. Le formulaire long du recensement relevait les inégalités sociales qui sont le fait de politiques néo-conservatrices. D'où la nécessité de le faire disparaître à tout prix.

Ce qui m'amène à mon « étude de cas » sur la refonte d'organismes gouvernementaux en fonction de l'image étatique : la modernisation de Bibliothèque et Archives Canada. Née de la fusion de la Bibliothèque nationale et des Archives nationales en 2004, cette nouvelle entité est l'institution canadienne qui a la responsabilité de l'acquisition et de la gestion de notre histoire culturelle. Elle doit veiller à ce que les historiens, les généalogistes, les chercheurs et les citoyens ordinaires d'aujourd'hui et de demain puissent consulter des documents complets et transparents sur leur société. En plus de préserver notre mémoire collective, ces documents permettent d'obliger les gouvernants à rendre des comptes aux citoyens.

Acquérir et conserver des documents publics a été, de tout temps, la tâche de bibliothécaires et d'archivistes professionnels. Dans un article paru dans la *Literary Review of Canada*, Susan Crean déclare que les archivistes sont les vrais trésors de la recherche archivistique. Malheureusement, bibliothécaires et archivistes sont aujourd'hui absents de la direction de Bibliothèque et Archives Canada. C'est un économiste, Daniel Caron, qui a été nommé bibliothécaire et archiviste du Canada en 2009, et son équipe de haute direction ne compte aucun bibliothécaire ni archiviste professionnel.

Amorcé au printemps dernier, le projet de modernisation a pour objectif d'examiner la façon dont les collections sont acquises et préservées. La numérisation s'est hissée au sommet des priorités, l'emportant sur le soutien nécessaire à la consultation de documents papier en salle de lecture. D'après Bibliothèque et Archives Canada, l'ère numérique est si complexe et l'information qu'elle véhicule, si abondante, que « tout ne peut pas être acquis et conservé », ce qui nécessitera la prise de « décisions éclairées par rapport à la préservation ». Voilà qui inquiète les historiens et les autres personnes qui consultent les archives. Ils craignent que cette nouvelle façon de faire ne produise des archives culturelles étriquées par une sélection mal éclairée ou des critères d'épuration erronés, particulièrement en l'absence de professionnels possédant l'expertise voulue.

Voir LA MISE à la page A8 ➔

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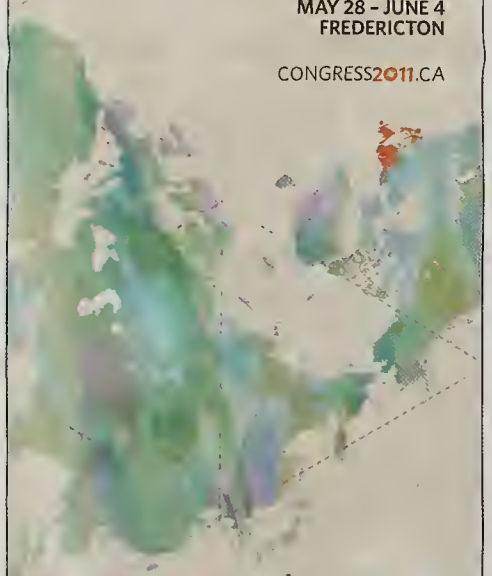

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RIVAGES ET CONTINENTS : EXPLORATION DES PEUPLES ET DES LIEUX

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NEWS ACTUALITÉS

Redeemer impose un test de foi, conclut une enquête de l'ACPPU

L'ACPPU a ajouté le Collège universitaire Redeemer d'Ancaster en Ontario à sa liste des universités et collèges qui imposent un test de foi à leur personnel académique.

Cette mesure a été prise à l'issue de l'enquête qu'un comité spécial créé l'an dernier a menée en vertu des procédures de l'ACPPU régissant les cas de liberté académique où l'obligation de subir un test d'obédience idéologique ou de foi est prétendument imposée comme condition d'embauche.

À la lumière de leur examen des documents disponibles et de la correspondance échangée avec le recteur de Redeemer, Hubert Krygsman, les deux professeurs chargés de l'enquête, Paul Handford de l'Université de Western Ontario et Allan Manson de l'Université Queen's, ont conclu que l'établissement « impose expressément l'obligation de subir un test de foi préalable à toute nomination initiale à un poste académique et à tout avancement de rang ».

Le rapport d'enquête établit ce qui suit : « De par ses énoncés de mission, de raison d'être et de principes, ainsi que de par ses statuts, le Collège universitaire Redeemer a le mandat de mettre en place un processus d'embauche ouvert et concurrentiel et de se conformer en toutes circonstances à ces énoncés, entre autres par la profession d'une foi personnelle en Jésus-Christ, par une participation active au sein de l'Église et de la communauté chrétienne, par l'adhésion aux énoncés de mission, de raison d'être et de principes, par une compréhension juste des responsabilités d'emploi dans une perspective chrétienne réformée, et par l'acceptation et le respect des politiques approuvées par le conseil qui régissent la conduite des employés. »

Le rapport révèle de surcroît que chaque postulant à un poste académique à Redeemer doit soumettre « une déclaration écrite de une à deux pages dans laquelle il ou elle décrit son engagement religieux et le rapport de cet engagement à son travail académique ».

Dans une lettre adressée au comité, indique le rapport d'enquête, le recteur Krygsman soutient que « l'établissement, en tant qu'université chrétienne, cherche effectivement à recruter des professeurs qui partagent les mêmes engagements et mission de foi que lui ». Et M. Krygsman ajoute : « Nous reconnaissons certes la liberté de chaque membre du corps professoral de poursuivre la quête et la compréhension du savoir pour les fins de leur travail académique, mais nous reconnaissons également la liberté commune des organisations et des établissements de mener à bonne fin leurs missions et projets académiques distinctifs. ».

Redeemer est la quatrième université à faire l'objet d'une telle enquête depuis la mise en oeuvre des procédures de l'ACPPU en 2006.

Ces enquêtes, explique le directeur général de l'ACPPU, James Turk, n'ont pas pour but de mettre en cause la confession religieuse d'une université, mais de déterminer si celle-ci exige que son corps professoral soit idéologiquement homogène.

« La majorité des universités à vocation religieuse au Canada n'impose pas un test de foi », précise M. Turk. « Ce qui nous préoccupe, c'est qu'une université oblige les membres de son corps professoral à adhérer à une croyance et à une pratique religieuses particulières s'ils veulent être embauchés ou conserver leur poste. » ■

English on page A8.

L'éducation postsecondaire : un enjeu électoral d'importance

Les trois partis d'opposition fédéraux ayant fait tomber le gouvernement conservateur par un vote de censure, les Canadiens prendront le chemin des urnes le 2 mai prochain pour des élections où l'éducation postsecondaire s'annonce comme l'un des enjeux importants.

Dès le début de la campagne, le Parti libéral a dévoilé son nouveau Passeport canadien d'apprentissage qui offrirait aux étudiants entre 4 000 $ et 6 000 $ sur quatre ans pour les aider à composer avec la hausse du coût des études collégiales ou universitaires. Les subventions seraient accordées via le programme de Régime enregistré d'épargne-études. La proposition libérale annoncée le 29 mars a reçu un accueil mitigé au sein de la population étudiante.

« Le passeport proposé serait un investissement considérable en faveur des étudiants et de leurs familles », a dit David Molenhuis, président national de la Fédération canadienne des étudiantes et étudiants. « L'aide financière aux études n'est toutefois qu'un côté de l'équation. Dans la plupart des provinces, les frais de scolarité augmentent beaucoup plus rapidement que le taux d'inflation. »

La dissolution du Parlement a automatiquement entraîné la mise en suspens du budget conservateur présenté quelques jours auparavant. Qualifié de « plan d'allégement fiscal pour l'emploi et la croissance », le budget du ministre des Finances Jim Flaherty devrait fort probablement constituer l'élément central de la plate-forme électorale conservatrice.

Tout en se félicitant de certaines propositions contenues dans le budget en vue d'accroître les fonds de recherche, l'ACPPU déplore avec vigueur l'absence continue de soutien à la recherche fondamentale.

« Les conservateurs ont une fois de plus adopté une approche fragmentée de l'éducation et de la recherche, sans tenir compte des besoins réels du secteur », a déclaré le directeur général de l'ACPPU, James Turk. « La légère augmentation des fonds de recherche ne compense pas entièrement l'inflation et elle permet encore moins de renverser les coupures imposées aux conseils subventionnaires dans le budget de 2009. »

Au cours de la dernière session du Parlement, le NPD a déposé un projet de loi d'initiative parlementaire, conçu sur le modèle de la loi canadienne sur l'éducation postsecondaire proposée par l'ACPPU, qui rendrait plus stables et plus transparents les fonds fédéraux transférés aux universités et aux collèges par l'entremise des provinces.

De son côté, le Bloc Québécois entend, parmi ses engagements électoraux majeurs, bonifier les crédits d'impôt en recherche et développement et accorder une plus grande aide fédérale directe aux industries pharmaceutique et aérospatiale au Québec.

Le Bloc propose également que le gouvernement fédéral cède au Québec davantage de champs d'imposition et ramène au niveau de 1994-1995 les transferts de fonds affectés à la santé, aux programmes sociaux et à l'éducation postsecondaire.

À quelques semaines des élections fédérales, il est crucial, souligne la présidente de l'ACPPU Penni Stewart, que le personnel académique s'engage activement dans la présente campagne électorale pour faire connaître aux partis politiques et aux candidats les préoccupations du secteur de l'éducation postsecondaire.

« Les priorités à mettre en avant sont claires », a-t-elle dit. « Les universités et les collèges doivent être mieux financés afin d'offrir aux étudiants l'éducation de qualité dont ils ont besoin. Les étudiants et leurs familles, confrontés à des frais de scolarité qui montent en flèche et à des dettes sans cesse croissantes, ont besoin d'un peu de répit. Les chercheurs universitaires doivent pouvoir compter sur un financement qui ne menace pas l'intégrité et l'autonomie de leurs travaux. Et les Canadiens doivent se doter d'une loi sur le droit d'auteur qui assure un juste équilibre entre les besoins des créateurs et ceux des utilisateurs. »

Mme Stewart a indiqué que l'ACPPU travaillera en étroite collaboration avec les associations locales à l'organisation de débats des candidats ainsi que d'autres événements en vue de faire passer le message. ■

TROUSSE ÉLECTORALE 2011

L'ACPPU mesure toute l'étendue de ce qui est en jeu pour le personnel académique. Il importe de bien faire valoir les intérêts de la communauté postsecondaire. La trousse électorale peut être téléchargée à www.acppu.ca/pages.asp?page=696&lang=2&txtSearch=&nid=.

English on page A6.

NEWS ACTUALITÉS

New Law Gives US Gov't Final Say over Who Can Fly in Canada

CANADIAN air passengers now require approval of American authorities to board most planes leaving from Canadian airports. In March, Bill C-42 – a controversial air security bill – was signed into law. It allows Canadian airlines to comply with U.S. government demands for passenger records of everyone boarding any flights in Canada that will fly through U.S. airspace, even if the aircraft is not destined to land in the U.S.

Roch Tassé, spokesman for the International Civil Liberties Group, says this requirement includes the majority of international flights and approximately 75 per cent of domestic flights because the alternative airport in case of an emergency is in the United States.

"In other words, travelers in Canada will need to be authorized by the U.S. government before boarding a plane in our own country," Tassé said.

He says under the legislation the U.S. can prohibit Canadians from boarding Canadian flights even when they have been deemed by Canadian commissions of inquiry and Canadian courts not to pose a risk to the security of Canada.

"We can now expect that many individuals will be barred from flying because of the Kafkaesque U.S. no-fly list, or because their name is the same as someone else on the list – a false positive, and this without any effective recourse or redress mechanism," Tassé added.

Bill C-42 makes it legal for Canadian airlines to send passenger information for flights that traverse U.S. airspace.

The legislation raises serious questions about Canadian sovereignty as well as individual privacy as there is no restriction on the U.S. Department of Homeland Security sharing Canadian passenger information with the plethora of police and security agencies in the U.S. or with counter-terrorism officials in other countries.

The bill was introduced by the Conservative government and was supported by the Liberals and Bloc Québécois. Only the NDP opposed the legislation. ■

Lorsque la sécurité publique porte atteinte à la vie privée

DEPUIS l'adoption en mars dernier du controversé projet de loi sur la sécurité aérienne (C-42), les passagers aériens du Canada doivent dorénavant obtenir l'approbation des autorités américaines pour embarquer à bord de la plupart des avions en partance des aéroports canadiens. Les transporteurs canadiens peuvent, à la demande du gouvernement américain, lui communiquer les renseignements dont ils disposent sur toute personne montant à bord au Canada d'un avion qui doit survoler le territoire des États-Unis, même sans y atterrir.

Selon Roch Tassé, porte-parole de la Coalition pour la surveillance internationale des libertés civiles, cette règle s'applique à la majorité des vols internationaux et à près de 75 % des vols intérieurs parce que l'aéroport de dégagement en cas d'urgence se trouve aux États-Unis.

« Autrement dit », explique M. Tassé, « les voyageurs canadiens devront obtenir l'autorisation du gouvernement américain avant de monter à bord d'un avion dans leur propre pays. »

Conformément à cette loi, précise-t-il, les États-Unis peuvent interdire à des Canadiens de prendre des vols au Canada même si une commission d'enquête canadienne ou un tribunal canadien a jugé que ces personnes ne posaient aucun risque pour la sécurité du Canada.

« Nous pouvons maintenant nous attendre à ce qu'un grand nombre de personnes soient interdites de vol parce qu'elles seront visées par la mesure kafkaïenne que représente la "liste noire" américaine, ou bien parce qu'elles portent le même nom qu'une personne inscrite sur la liste – un faux positif –, et ce sans aucun recours ni possibilité de réparation », ajoute M. Tassé.

La nouvelle mesure législative soulève des questions tant sur la souveraineté canadienne que sur le respect de la vie privée, dans la mesure où rien n'empêche le département américain de la sécurité intérieure de partager les renseignements sur les passagers canadiens avec la pléthore de corps policiers et d'organismes de sécurité aux États-Unis ou avec les responsables du contre-terrorisme d'autres pays.

Le projet de loi déposé par le gouvernement conservateur a reçu l'appui des libéraux et des bloquistes. Seuls les néo-démocrates s'y sont opposés. ■

Une décision judiciaire rejette l'entente de règlement avec Google

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une année avant qu'une motion d'approbation définitive ne soit déposée auprès de la cour fédérale des États-Unis à New York.

Alors que Google, la guilde des auteurs et diverses maisons d'édition s'estiment satisfaites de l'entente, qu'elles jugent équitable, il n'en va pas de même d'une multitude de personnes et d'organismes, dont l'ACPPU. L'une des objections principales réside dans le fait que le plan constituerait un fardeau excessif pour d'autres fournisseurs, notamment les institutions publiques et les concurrents, laissant pratiquement Google en situation de monopole.

Dans un mémoire déposé au tribunal, l'ACPPU souligne que les intérêts commerciaux de la guilde empêchent cette dernière de bien représenter, au cours des délibérations, les préoccupations des auteurs académiques canadiens à l'égard du bien public et que, de manière plus générale, le règlement englobe à tort les Canadiens parmi les auteurs visés, ne tient aucun compte des différences majeures entre les législations canadienne et américaine sur le droit d'auteur, fait fi de la spécificité des auteurs québécois et ne prévoit aucune garantie quant à la protection de la vie privée et des renseignements personnels dans le contexte de la surveillance des activités de lecture, un élément fondamental de la liberté académique.

Le juge Chin a d'abord accordé une approbation préliminaire au règlement en novembre 2009 avant de le rejeter dans une décision de 48 pages rendue publique le 22 mars dernier, citant notamment les nombreux arguments avancés par les opposants, dont l'ACPPU.

« C'est une bonne décision, remarquable par sa clarté et son exhaustivité », soutient David Fewer, directeur général de la Clinique d'intérêt public et de politique d'Internet du Canada et avocat de l'ACPPU dans ce dossier. « Google, la guilde et les maisons d'édition peuvent chercher à interjeter appel de la décision ou conclure un nouveau règlement, mais pour l'instant, leur plan s'est soldé par un *non* sans équivoque de la cour. »

Selon M. Fewer, l'idée de base de Google, de créer une collection numérique en collaboration avec des bibliothèques universitaires, a beaucoup de mérite, et sa numérisation de masse d'oeuvres littéraires pouvait correspondre aux critères de l'utilisation équitable. Les problèmes ont toutefois surgi lorsque le projet s'est transformé en une initiative purement commerciale à l'insistance de la partie demanderesse.

« Le règlement aurait à la fois absous Google de ses activités passées de numérisation et donné le feu vert à la mise en oeuvre future d'un système de distribution de livres qui supprimait un bon nombre des droits que détiennent les auteurs pour régir l'utilisation et la vente de leurs oeuvres », explique l'avocat, ajoutant que le traitement réservé par le règlement aux oeuvres orphelines, c'est-à-dire celles dont le propriétaire n'est pas clairement défini, était particulièrement préoccupant.

Les oeuvres orphelines comprennent un grand nombre de documents historiques et culturels qui appartiennent aux collections d'organismes publics et qui sont souvent très difficiles d'accès pour les membres de la communauté académique désireux de les étudier. Le règlement proposé prévoyait un régime privatisé d'accès à ces oeuvres. Dans son jugement, le juge Chin indique que cette question relève du Congrès, qui examine actuellement des projets de loi à ce sujet.

« La technologie numérique a donné un accès inégalé au savoir, mais la collection commerciale privée qu'envisageait Google ne correspondait pas aux besoins de la communauté académique ni à ceux de bien d'autres personnes », souligne James Turk, directeur général de l'ACPPU. « Le juge Chin a eu raison de rejeter le règlement. » ■

SUR LE NET

Copie téléchargeable de la décision du juge Chin (en anglais) : http://thepublicindex.org/docs/amended_settlement/opinion.pdf

Objection de l'ACPPU (en anglais) : www.caut.ca/uploads/CAUT_Google_Settlement.pdf

U of Winnipeg Academic Staff Vote in Favour of New Contract

MEMBERS of the University of Winnipeg Faculty Association have voted in favour of a new, three-year contract.

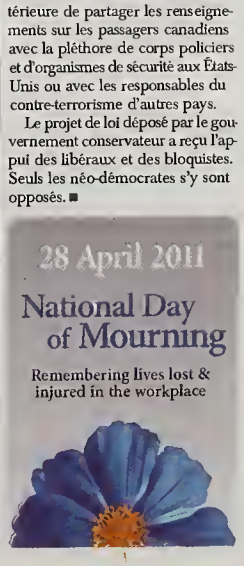
The new contract includes a 5.41% salary increase over the life of the agreement, pension contribution increases and improvements to salary ranges and professional development accounts. It also addresses a number of administrative issues such as appointments of faculty, tenure and promotion decisions, and the rights and responsibilities of faculty members. The contract is retroactive to April 1, 2010 and will expire March 31, 2013.

Negotiations for a new agreement covering UWFA's bargaining group of 350 academic faculty, librarians, athletic therapists, coaches and counselors had been underway since last year, but degraded in ensuing months with the union membership voting overwhelmingly to support a strike if needed.

The deal reached with a provincial conciliator last month came just days after talks between the university administration and the union were put to a halt, following the rejection by UWFA members in February of a university final offer, and minutes before a strike deadline.

"At the end of this difficult period of negotiations, we are happy to be in our classrooms with our students to finish up the academic term," said UWFA president Kristine Hansen.

"The settlement is reasonable in the Manitoba university context, and it builds the basis for fairness in the years to come. We appreciate everyone's efforts to reach an equitable agreement." ■



NEWS ACTUALITÉS

Post-Secondary Education Is a Key Election Issue

With the three federal opposition parties voting no-confidence in the ruling Conservative government in March, Canadians will head to the polls on May 2 with post-secondary education shaping up as an important election issue.

Early in the campaign, the Liberal Party unveiled its Learning Passport program, a scheme to provide students with between $4,000 and $6,000 over four years to help pay for the rising cost of a college or university education.

The plan introduced March 29 would see the grants channeled through the Registered Education Savings Plan. That approach received mixed reviews from students.

"It would be a substantial investment in students and their families," said David Molenhuis, national chairperson for the Canadian Federation of Students. "However, financial aid is only half the equation. Tuition fees in most provinces are increasing many times faster than the rate of inflation."

The dissolution of Parliament shelved the Conservative budget presented just days earlier. Billed as a "low-tax plan for jobs and growth," the budget is widely expected to form the basis of the party's election platform.

> Canada's universities & colleges need better funding so students can get the quality education they need.
>
> — Penni Stewart
> CAUT president

While welcoming some of the budget's proposals to increase research funding, CAUT took a different stance with the continuing lack of support for basic research.

"The Conservatives again took a piecemeal approach to education and research that sidesteps the real needs of the sector," said CAUT executive director James Turk. "The small increase in research funding does not fully cover inflation let alone restore the cuts made to the granting councils in the 2009 budget."

At press time the New Democratic Party had not yet announced its campaign platform, but the party is promising to make education more accessible and affordable.

In the last session of Parliament, the NDP introduced a private member's bill modeled on CAUT's Canada Post-Secondary Education Act that would provide more stability and transparency in the cash funding Ottawa provides to the provinces in support of universities and colleges.

Meanwhile, the Bloc Québécois released lengthy campaign commitments calling for increased tax credits for research and development, and for more direct federal support for scientific research in the pharmaceutical and aerospace industries in Quebec.

The Bloc also proposes that the federal government transfer more tax authority to Quebec and restore cash transfers for health care, social services and post-secondary education to 1994–1995 levels.

With the federal election just weeks away, CAUT president Penni Stewart says it is crucial that academic staff get involved in the political messaging to ensure post-secondary concerns are heard.

"There are clear priorities we need to emphasize this election," she said. "Universities and colleges need better funding so that students can get the quality education they need. Students and their families need a break from skyrocketing tuition fees and debt. Academic researchers need funding that better protects the integrity and independence of their work. And Canadians need copyright legislation that better balances the needs of creators and users."

Stewart said CAUT will be working closely with local associations to organize all-candidates debates and other events to get the message out. ■

ELECTION 2011 INFO KIT

CAUT sizes up what's at stake for academic staff. Ensure post-secondary issues are on the radar: download the election kit at www.caut.ca/pages.asp?page=696.

Version française à la page A4.

First Agreement at St. Jerome's

In an era of wage restraint, academic staff at St. Jerome's University in Waterloo, Ontario have ratified a first collective agreement that locks in salary increases for 30 faculty members and the university librarian.

SJU-ASA members voted 96% in favour of the new agreement, which has also since been ratified by the board of governors.

The four-year agreement takes effect immediately and covers the period May 1, 2009 to April 30, 2013.

Cynthia Struthers, acting president of the academic staff association, said it was a long process, but the strong support of the membership for the bargaining team helped secure the new agreement.

"We're pleased to have reached a fair agreement that serves the good of the whole university community," Struthers said. ■

UPEI Faculty to Vote on New Contract

Following months of difficult negotiations, the University of Prince Edward Island Faculty Association and employer have reached a tentative agreement after a provincial conciliator was appointed to assist the parties at the union's request.

Details remain confidential until union members ratify the deal.

Faculty, librarians, and sessional and clinical nursing instructors at UPEI were working under an expired agreement for almost a year.

Meanwhile, the current collective agreement for the union's membership of clinical veterinary professionals expired on April 30, 2007. Negotiations for a new contract are underway. ■

Judge Rejects Google Book Settlement

From PAGE A1

In November 2009, District Court Judge Denny Chin had granted the settlement preliminary approval, *but* in a *48*-page decision, released March 22, he rejected the settlement citing, among other issues, the many arguments of objectors, including CAUT.

"It's a good decision, remarkable for its clarity and comprehensiveness," said David Fewer, executive director of the advocacy group Canadian Internet Policy and Public Interest Centre and CAUT counsel on the file. "Google, the guild and the publishers can try to appeal the ruling or come up with a new settlement, but right now their plan has received a very emphatic judicial No."

According to Fewer, Google's *initial idea of creating a digital book* collection in conjunction with university libraries was laudable and its mass digitization of library works arguably constituted fair use. But the problems began when the project morphed into a purely commercial venture at the insistence of the plaintiffs' side.

"The settlement would have absolved Google for past acts of digitizing works and at the same time approved the future implementation of a book distribution scheme that negated many of the rights authors have to control the use and sale of their works," Fewer said.

He also noted that the settlement's *treatment of orphan works — those* books that have no clear owner — was "especially problematic."

Orphan works include a vast amount of historical and cultural works in the collections of public sector organizations that are often very difficult for the academic community to find and study. The proposed settlement included a privatized regime to make such works available. In his judgment, Chin said the issue was better addressed by Congress, where orphan works legislation is currently pending.

"Digital technology has dramatically increased the accessibility of knowledge, but the private commercial collection envisaged by Google didn't meet the requirements of the academic community and many others," said CAUT executive director James Turk. "Judge Chin was correct in rejecting it." ■

ON THE NET

Judge Chin's decision: http://thepublicindex.org/docs/amended_settlement/opinion.pdf

CAUT's objection: www.caut.ca/uploads/CAUT_Google_Settlement.pdf

Charity Model Is Bad Economics

From PAGE A2

By contrast, economists estimate that infrastructure investment will have five times the positive impact on gross domestic product as corporate income tax cuts. Virtually all such government spending occurs inside our borders and an improved infrastructure contributes both to long-term productivity and a reduction in public debt. Capital gains tax cuts would have less than one-quarter of the positive effect on GDP than governments spending on infrastructure would have.

Nor is the current public debt situation as alarming as the ad suggests. Public debt as a percentage of GDP in Canada was significantly higher in 1947 than it is today. That debt was reduced dramatically by the 1970s, not by cutting taxes and reducing spending but, in part, by increasing spending on education, infrastructure, health care and research and development. The effect was to increase the GDP and consequently reduce the debt to a fraction of what is was before.

As for the need for corporate tax cuts, according to Russell Investments (Globe and Mail, Oct. 29, 2010), corporate cash balances have risen 18 per cent since the end of 2007 — an increase the investment firm calls "staggering." Companies are now sitting on $340 billion in cash and short-term deposits. Meanwhile, the government proposes to cut government spending, shifting onto the ordinary taxpayer the burden of both taxes and reduction in services.

As for the prediction that there will be no increased funding for social programs, the arts, or education for the next decade, this might well be true if the government pursues the misguided policy of tax and program cuts that the signatories find so "commendable."

The newspaper ad also claims that "The government can capitalize on the enormous success of the capital gains tax on gifts of listed securities by expanding the tax exemption to include gifts of private company shares and taxable real estate."

It is interesting that the signatories of this document argue that in order to protect the not-for-profit sector, the solution is to allow the private sector to use its untaxed wealth and profits to determine the infrastructure and operating investment to be made in institutions such as public universities.

If there is no macroeconomic advantage to this policy alternative, one might ask why not have the government provide adequate funding for public sector institutions? And is it even reasonable to suppose that corporate donations and gifts of private companies' stock and property would make up for the support of public institutions that only government can and should provide? Of course, by taking this position, the signatories let the government off the hook for meeting these essential public sector needs.

Instead of the proper public funding of post-secondary education, we are left with the "charity model" where public institutions like universities beg the private sector for the gift of uncollected taxes — gifts that typically come with strings attached and which determine the allocation of resources at public institutions.

And when the charity model fails to meet the university's needs, as it most certainly will, how will the shortfall be met? It is unlikely the funds will come from the government. After all, the presidents are already on record as commending a Conservative government that is opting to attack the deficit through tax cuts and reducing public expenditures, including to universities. The answer, presumably, will be ever increasing tuition fees, larger classes, underfunding of programs, contracting out, larger numbers of sessional instructors, and little or nothing for salary increases.

The Globe and Mail reports (March 21, 2011) that a survey of Canadian corporate executives on the eve of the federal budget concluded that the economic outlook is strong enough that Ottawa shouldn't make paying down the deficit its top priority, but rather it should look for ways to reinforce the recovery by putting money into education and training, transportation, infrastructure, and research and development in order to "build a stronger economy so that we'll have less deficit in the end." And yes they do expect the Harper government to keep its promises on corporate tax cuts.

We should be saying no to austerity and loss of control in our public institutions and pressing governments at all levels to meet their responsibilities for the provision of adequate funding. Instead, these university presidents have taken the wrong side in one of the great economic debates of our time. Unfortunately, the students and academic staff of these universities are likely to pay the price for this in the loss of both funding and institutional independence. ■

Robert Chernomas is professor of economics at the University of Manitoba.

The views expressed are those of the author and not necessarily CAUT.

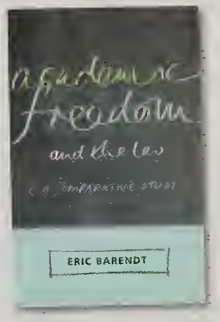
COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

BOOKSHELF
COIN DES LIVRES

IN REVIEW

A Good Look at Academic Freedom & the Law



Academic Freedom and the Law:
A Comparative Study

Eric Barendt. Oxford, UK & Portland, OR: Hart Publishing, 2010; 331 pp; ISBN: 978-1-84113-694-3, paper $80 USD.

By DWIGHT NEWMAN

ACADEMIC freedom is a value at the heart of the academic enterprise. Some invoke it as a shield in defence of unpopular but important scholarly activity while others may occasionally unsheath it as a sword to swing at various targets. But a thorough understanding of academic freedom can support and sustain academia and its intellectual role in society. Misunderstanding of academic freedom lends succour to those who challenge academia's role or distort discussions in potentially dangerous ways.

Various works over the years have helped describe and delimit the nature of academic freedom. These include statements of academic associations, studies on the history of academic freedom and works on the purposes and nature of the value. Yet, less often is there extended attention to international comparison of legal recognitions of academic freedom, which is largely absent in the Canadian context – apart from a few phrases in Supreme Court of Canada judgments on other issues and, obviously, some collective agreement provisions – but present in different ways in other countries.

Academic Freedom and the Law fills this gap. It deals with comparative legal protections of academic freedom in an accessible and engaging manner that will be of interest to academics both inside and outside law faculties.

The book focuses on Germany, the United States, and the United Kingdom, illustrating effectively their different legal approaches to academic freedom. Germany has a written provision in its constitutional Basic Law protecting a broader idea of scientific freedom and teaching freedom. American judges have developed constitutional case law on academic freedom as a dimension of First Amendment rights. And the United Kingdom added a statutory protection for academic freedom when tenure was eliminated in 1988. In each case, Eric Barendt details the provisions and subsequent interpretation of them.

Academic freedom, though, is not a homogenous concept. More interesting for those thinking about the scope of academic freedom is the book's discussion of these different countries' approaches to different facets of academic freedom, some of which can come into tension with each other. The book distinguishes such dimensions of individual scholars' academic freedom as freedom of research and publication, intramural expression concerning decisions within an academic institution, and protections of extramural expression on matters of public interest that may diverge from simple freedom of expression claims.

At the same time, academic freedom can have important institutional dimensions, protecting the autonomy of academic institutions from certain external pressures, but institutional freedoms will sometimes be in tension with individual scholars' claims. Barendt invites his reader to engage with the genuine complexity of academic freedom, interrelationships between different dimensions of the issues, and the responsibilities inherent in academic freedom.

Important dimensions of academic freedom in specific circumstances are those that respond to the contemporary threats to the values academic freedom protects. Later chapters of Barendt's book are timely in dealing with potential threats to academic freedom from such sources as research ethics requirements, intellectual property rights, university-

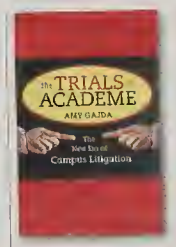
See ACADEMIC FREEDOM Page A8

QUICK PICKS

Bending Science:
How Special Interests Corrupt Public Health Research

Thomas O. McGarity & Wendy E. Wagner. Cambridge, MA: Harvard University Press, 2010; 400 pp; ISBN: 978-0-67404-714-3, paper $24.95 USD.

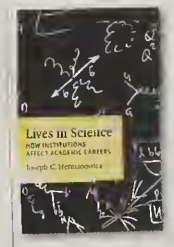
What do we know about the possible poisons that industrial technologies leave in our air and water? How reliable is the science that federal regulators and legislators use to protect the public from dangerous products? As this disturbing book shows, ideological or economic attacks on research are part of an extensive pattern of abuse. Thomas McGarity and Wendy Wagner reveal the range of sophisticated legal and financial tactics political and corporate advocates use to discredit or suppress research on potential human health hazards. Scientists can find their research blocked, or find themselves threatened with financial ruin. Corporations, plaintiff attorneys, think tanks, even government agencies have been caught suppressing or distorting research on the safety of chemical products. With stories drawn from the public record, *Bending Science* exposes an astonishing pattern of corruption and makes a case for reforms to safeguard the integrity of science and the public health.



The Trials of Academe:
The New Era of Campus Litigation

Amy Gajda. Cambridge, MA: Harvard University Press, 2009; 360 pp; ISBN: 978-0-67403-567-6, cloth $35 USD.

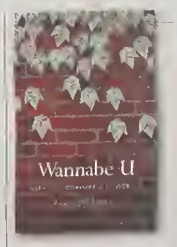
Once upon a time, virtually no one in the academy thought to sue over campus disputes, and, if they dared, judges bounced the case on grounds that it was no business of the courts. Tenure decisions, grading curves, course content and committee assignments were the stuff of faculty meetings, not lawsuits. Litigation is now common on campus, and perhaps even more commonly feared. Professors sue each other for defamation based on assertions in research articles or tenure review letters; students sue professors for breach of contract when an F prevents them from graduating; professors threaten to sue students for unfairly criticizing their teaching. These battles are changing campus life, eroding traditional notions of academic autonomy and confidentiality, and encouraging courts to micromanage all aspects of higher education. *The Trials of Academe* explores the origins and causes of the litigation trend, its implications for academic freedom, and what lawyers, judges and academics can do to limit the potential damage.



Lives in Science:
How Institutions Affect Academic Careers

Joseph C. Hermanowicz. Chicago, IL: University of Chicago Press, 2009; 344 pp; ISBN: 978-0-22632-761-7, cloth $55 USD.

What can we learn when we follow people over the years and across the course of their professional lives? Joseph Hermanowicz asks this question specifically about scientists and answers it here by tracking 55 physicists through different stages of their careers at a variety of universities across the country. He explores these scientists' shifting perceptions of their jobs to uncover the meanings they invest in their work, when and where they find satisfaction, how they succeed and fail, and how the rhythms of their work change as they age. His candid interviews shed light on the ways career goals are and are not met, on the frustrations of the academic profession, and on how one deals with the boredom and stagnation that can set in once one is established. An in-depth study of American higher education professionals eloquently told through their own words, Hermanowicz's keen analysis of how institutions shape careers will appeal to anyone interested in life in academia.



Wannabe U:
Inside the Corporate University

Gaye Tuchman. Chicago, IL: University of Chicago Press, 2009; 272 pp; ISBN: 978-0-22681-529-9, cloth $25 USD.

Based on years of observation at a large state university, *Wannabe U* tracks the dispiriting consequences of trading in traditional educational values for loyalty to the market. Aping their boardroom idols, the new corporate administrators at such universities wander from job to job and reductively view the students there as future workers in need of training. Obsessed with measurable successes, they stress auditing and accountability, which leads to policies of surveillance and control dubiously cloaked in the guise of scientific administration. In this eye-opening exposé of the modern university, Tuchman paints a candid portrait of the corporatization of higher education and its impact on students and faculty. Like the best campus novelists, Tuchman entertains with her acidly witty observations of backstage power dynamics and faculty politics, but ultimately *Wannabe U* is a hard-hitting account of how higher education's misguided pursuit of success fails us all.

Quick Picks produced from information supplied by publishers.

NEWS ACTUALITÉS

CAUT COUNCIL
CONSEIL DE L'ACPPU

1951-2011 CAUT ACPPU 60

May 5–8 mai 2011 OTTAWA

The governing body of CAUT will convene in Ottawa for its regular biannual meeting. Among the items on the agenda is the election of the Executive Committee for 2011–2012.

L'instance dirigeante de l'ACPPU tiendra sa première assemblée bisannuelle de 2011 à Ottawa. L'élection des membres du Comité de direction pour 2011-2012 est prévue à l'ordre du jour.

Nominations/Candidatures
CAUT Executive Committee 2011–2012
Comité de direction de l'ACPPU 2011-2012

President
Présidence
Wayne Peters (UPEI)

Vice-President
Vice-présidence
Anver Saloojee (Ryerson)

Members-at-large
Membres ordinaires
Susan Wurtele (Trent)
Cindy Oliver (FPSE)

Co-Chairs
Coprésidence
Diversity Council
Conseil de la diversité
Doreen Fumia (Ryerson)
Eve Haque (York)

Member-at-large/Membre ordinaire
Aboriginal Academic Staff
Personnel académique autochtone
Dan McDonald (Vancouver Island)

Member-at-large/Membre ordinaire
Francophones
Greg Allain (Moncton)

Chair/Présidence
Academic Freedom & Tenure Committee
Comité de la liberté académique et de la permanence de l'emploi
Len Findlay (Saskatchewan)

Chair/Présidence
Contract Academic Staff Committee
Comité du personnel ecadémique contractuel
Lesley Jermyn (Toronto)

UPCOMING EVENTS

28 & 29 October 2011 OTTAWA
The Aggrieved Librarian: Enforcing Workplace Rights through the Collective Agreement

Academic librarians enjoy a range of collective agreement rights that protect their salaries, benefits, working conditions and academic freedom. Unfortunately, having rights on paper does not necessarily mean they will be respected by the employer. *The Aggrieved Librarian* will provide a general introduction to the enforcement of librarian workplace rights. Through presentations, small group discussions and participatory exercises, attendees will gain a basic knowledge of the collective agreement grievance arbitration process.

11–13 November 2011 VANCOUVER
Forum for Aboriginal Academic Staff

Organized with the guidance of CAUT's Working Group on Aboriginal Post-Secondary Education, the Forum will explore challenges our universities and colleges pose for Aboriginal academic staff and students and will discuss solutions to those challenges. Featured topics are recognition of indigenous knowledge and promotion and tenure. Other sessions include negotiating the multicultural classroom and working conditions.

Learn more at www.caut.ca

A complete listing of all upcoming CAUT events is available online. Go to www.caut.ca and click on Meetings & Events.

Redeemer Added to Faith Test List

REDEEMER University College in Ancaster, Ontario, has been added to CAUT's list of universities and colleges that subject academic staff to a faith test.

The action follows the report of an ad hoc investigatory committee created last year under CAUT's Procedures in Academic Freedom Cases Involving Allegations of Requirements of an Ideological or Faith Test as a Condition of Employment.

The inquiry was conducted by professors Paul Handford of the University of Western Ontario and Allan Manson of Queen's University. The committee concluded, based on its review of available materials and in correspondence with Redeemer president Hubert Krygsman, that the institution "explicitly employs a faith test in initial appointments to, and progression in, academic positions."

The inquiry report shows that "Redeemer is mandated by its Objects, Statement of Basis and Principles, and By-Laws to establish 'a hiring process that is open and competitive and, at all times, respects the Objects and Statement of Basis and Principles of Redeemer University College, including requiring a personal faith in Jesus Christ, active participation in the church and Christian community, subscription to the Objects and Statement of Basis and Principles ... appropriate understanding of a Reformed Christian perspective as related to employment responsibilities, and agreement and conformity with Board approved policies for employee conduct.'"

The report further discloses that applicants for faculty positions at Redeemer must submit a "one-page or two-page statement describing their own faith commitment and how it shapes their academic work."

The report says it received correspondence from Krygsman contending that "Redeemer does indeed seek to hire faculty who share Redeemer's faith commitments and mission as a Christian university."

Krygsman also wrote that "while we affirm the freedom of individual faculty to pursue knowledge and understanding in their academic work, we also affirm the communal freedom of organizations and institutions to pursue their distinctive academic missions and projects."

Redeemer is the fourth university to be investigated under the CAUT policy in place since 2006.

CAUT executive director James Turk said the relevance of the investigations is not about whether an institution has a religious mission, but if it requires an ideologically homogenous professorate.

"The majority of religiously-affiliated universities in Canada do not impose a faith test on faculty. Our concern is over a university that requires faculty to conform to a particular religious belief and religious practice if they want to be hired and to retain their jobs," he said. ■

Version française à la page A4.

La mise en péril de Bibliothèque et Archives Canada

Suite de la PAGE A3

Ces inquiétudes sont fondées. Dans un discours prononcé récemment, M. Caron a parlé de la nécessité d'« un nouveau régime de tenue de documents pour l'administration publique » qui permette « la sélection des ressources documentaires à valeur opérationnelle et l'élimination systématique de toutes les autres informations ». La Société historique du Canada (SHC) estime au contraire que la conservation de documents doit reposer sur une philosophie holistique, la valeur d'un document ne devenant souvent manifeste que bien des années après sa production. La SHC croit que la numérisation en soi ne sera jamais complète et faisait observer dernièrement que « [l]a construction d'un bon site Web servira non pas de portail pour l'ensemble des collections, mais plutôt d'outil pratique en vue de préparer son voyage de recherche pour aller effectivement feuilleter des livres ou manipuler des boîtes dans la salle de lecture ».

Décentraliser les lieux de conservation et établir des partenariats avec des organismes externes sont aussi au nombre des mesures envisagées pour Bibliothèque et Archives Canada. La décentralisation ne fera que compliquer la recherche, et à mesure que se multiplieront les collections, les inquiétudes s'accroîtront au sujet du maintien de normes. Dans la foulée des efforts de privatisation du gouvernement Harper, certains des partenariats dont il est question seront conclus avec l'entreprise privée, ce qui mettra en jeu l'accès public à notre patrimoine.

Le nouveau modèle commercial a aussi créé des tensions entre Bibliothèque et Archives Canada (BAC) et ses usagers. La plupart des chercheurs qui consultent les collections de BAC parcourent de grandes distances pour le faire, ce qui exige un service avant ou après les heures habituelles. En 2007, un changement soudain aux services de recherche et de consultation de documents a suscité un tollé. Le conflit s'est soldé par la création d'un « comité consultatif sur les services » constitué de représentants de groupes d'usagers des quatre coins du pays. Le projet n'a cependant pas fait long feu : dès 2009, BAC a simplement cessé de tenir des réunions et laissé la composition du comité s'atrophier. Ainsi, des groupes importants sont exclus de toute consultation publique au sujet des démarches de modernisation.

Le plan de restructuration de Bibliothèque et Archives Canada menace notre patrimoine culturel. L'ACPPU lance une campagne qu'elle mènera sur plusieurs fronts pour montrer qu'il faut absolument ramener des bibliothécaires et des archivistes professionnels au sein de la direction de Bibliothèque et Archives Canada, veiller à ce que les acquisitions visent à préserver l'intégralité des documents historiques, établir des normes et des conditions pour la numérisation sous la supervision de professionnels, tenir une consultation publique et mettre fin à la privatisation des documents d'archives. ■

Academic Freedom and the Law

From PAGE A7

industry collaboration, privacy legislation, anti-terrorism rules, and so on.

His discussion is enlivened with examples, with Canada coming off somewhat badly in light of the University of Toronto's conduct in the Nancy Olivieri and David Healy cases serving as two of Barendt's key examples of certain forms of university collaboration with industry causing interference with academic freedom.

Barendt's discussion of these different contexts is sophisticated and informative and will surely invite awareness of different issues than any one academic will have been exposed to in his or her own disciplinary context. At the same time, one limit on this application part of the book is that after large parts focused on legal protections of academic freedom more generally, the focus here is on specifically legal interferences with academic freedom.

The author does not discuss at any length policies, including the structuring of research grants criteria or assessment exercises, that may have coercive effects on academic freedom but are not expressed in the form of actual legal restrictions. At least some such threats warrant discussion. This would enrich the analysis of the legal protections that might apply against them. That said, the book has no shortage of matters to examine and has already rewarded well the reader who has followed the argument.

A key underlying argument of the book – and an important reason to take note of a book on the law of academic freedom specifically – is that different forms of legal protections of academic freedom have different consequences in the context of specific threats or specific cases. Those contemplating proposed legal protections of academic freedom or negotiating collective agreements having articles on academic freedom would do well to consider seriously Barendt's discussion of different implications of different versions or forms of protection.

At the same time, Barendt's book will be of interest to academics generally and perhaps especially those newer to the academy who would benefit from exposure to the range of academic freedom issues the academy has faced over time, some different ways of approaching the definition and implementation of protections for academic freedom, and a generally moderate, sophisticated account of academic freedom in all of its multi-faceted complexity. ■

Dwight Newman is professor of law at the University of Saskatchewan.

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Budgets: No Winners over Post-Secondary Funding

New Brunswick

New Brunswick's 2011 budget, released March 22 by the newly-elected Conservative government, partially spared post-secondary education from the $220 million austerity measures imposed on government programs to help reduce the provincial deficit.

Universities and colleges will see a 2 per cent increase in operating grants this year.

Dennis Desroches, president of the Federation of New Brunswick Faculty Associations, says this first budget shows the government has the "enlightened capacity to listen to and act on good arguments" for improving the province's future.

"That the government has chosen to increase operating funding for post-secondary education in an era of cutbacks shows they recognize university education is the best hope for moving New Brunswick beyond its current fiscal situation," he said.

The provincial budget did not provide good news for students, who will see a 3.6 per cent tuition increase this fall after a three-year freeze. New Brunswick is second in Canada for highest undergraduate tuition fees at $5,516. Only Ontario students pay more at $6,307.

The budget also introduced a shift towards stricter eligibility criteria for student loans by reinstating the parental contribution portion of the student loan application, a spending cut expected to save the province $1.6 million, while another budget decision calls for measures to increase bursaries targeted at low-income families.

In January 2011, the government announced more than $3 million in cuts to post-secondary education, mainly aimed at the Repayment Assistance Plan, a program designed to provide temporary repayment relief to former student borrowers in financial difficulty.

Desroches warns that high tuition fees and restrictive student financial assistance will compromise accessibility. "We must be careful to avoid at all costs making universities the preserve of the privileged," he said.

"Our universities will fail in their mission to advance knowledge and to buttress civil society if they aren't accessible to every New Brunswicker."

Quebec

After decades of frozen tuition fees, Quebec's March 17 budget announced a $1,625 university tuition hike over the next five years, representing a 75 per cent increase from the current fees of $2,168. The first increase of $325 will take effect this fall.

Finance Minister Raymond Bachand said students are being asked to pay their "fair share" of education. He also announced that one-third of the additional tuition revenues would go to student aid.

University presidents in the province generally lauded the move that will leave students paying more, although they were hoping for higher increases to be implemented faster.

"The government has been quite timid in the steps that it has taken with respect to tuition," said McGill University principal Heather Monroe-Blum.

The province's student federations were quick to denounce the new tuition rate as a move away from a commitment to accessible, public higher education, and accused the Charest government of imposing another tax on middle-class families.

"High tuition fees discourage students from going on to university and encourages them to leave the province to study," said Ariel Charney, who heads the Dawson Student Union. "Charest needs to listen to Quebec families, not a handful of university presidents."

The Fédération québécoise des professeures et professeurs d'université said changing the post-secondary funding model in favour of increased contributions from students and their families is anything but equitable.

To encourage the private sector and citizens to invest more in the province's universities, the budget also announced the creation of Placements Universités, a matching grant program for facilities and operational expenses.

A Decima-Harris poll conducted on behalf of the Canadian Federation of Students showed that two-thirds of Quebeckers did not want tuition fees to increase, while 60 per cent thought the government needed to increase funding for universities and colleges even it meant higher taxes.

This year's budget also largely makes up the shortfall in research funding over the past few years with a 19 per cent increase to Quebec's three granting councils, but FQPPU says the money provided will be used to support commercialization and applied research, at the expense of basic research.

Ontario

After last year's promise to increase the number of spaces in colleges and universities by 20,000, this year's Ontario budget touts another $309 million to support 60,000 additional students expected by 2015–2016.

The Ontario Confederation of University Faculty Associations says while it welcomes the funding announcement, the budget ignores the lack of resources necessary for expansion as Ontario already has the worst student-to-faculty ration in Canada

"Ontario faculty are ready to welcome new students to our campuses," said Mark Langer, president of OCUFA. "The problem is, there just aren't enough of us to make sure every student receives a quality education. Expanding enrolment is important, but without increased teaching resources these new students may not get the education they deserve."

The budget also includes $50 million over 10 years for the Perimeter Institute, mirroring a funding pledge made by the federal government in its budget that has been put on hold due to the election.

Student reaction was mixed, with some students pleased to see that post-secondary education remains a priority amid difficult financial circumstances, while others were disappointed there was nothing to address the current financial realities facing students.

The Ontario chapter of the Canadian Federation of Students says expanding student spaces will actually reduce per student funding by 15 per cent over the next three years based on current funding commitments.

"The current government has layered tuition fee increases on the regressive fee policies of the Mike Harris government," said Hamid Osman, Ontario rep of the CFS national executive. "Ontario students pay the highest tuition fees, study in the largest classes and receive the lowest per student funding in Canada and this budget simply allows these trends to continue."

Ontario undergraduate students pay on average $6,300, while graduate students face fees of $9,000. Students carry on average $29,200 in public loans after a four-year degree, but taking private loans into account, that amount rises to $37,000.

"For every dollar the McGuinty government has made available to students through financial aid improvements, $1.42 has been clawed back through tuition fee increases," said Sandy Hudson, chairperson of CFS-Ontario. "Accessibility is not just about creating more spaces, as many students can't even get their foot in the door and thousands more are graduating with mortgage-sized debt loads."

Recent public polling commissioned by OCUFA and CFS-Ontario shows a majority of respondents believe tuition fees in Ontario have risen to unacceptably high levels.

Saskatchewan

Saskatchewan will be one of only two provinces this year reporting a budgeted surplus. So by all economic indicators, funding looked firm for post-secondary education ahead of the province's budgetary proposals for 2011–2012.

But instead of significant new investments to operating grants for colleges and universities, the provincial budget tabled March 23 included only modest increases, while heralding almost $200 million in tax cuts and predicting a surplus of $115 million in the general revenue fund.

Tuition fees will also be allowed to rise by 3 per cent. Student financial support remains flat at almost $98 million, while the government is creating a new "Saskatchewan Advantage Scholarship" worth $3 million.

The budget offers a number of new funding initiatives for First Nations and Métis students with $600,000 available for financial support to improve completion rates at the Saskatchewan Institute of Applied Science and Technology, $600,000 for apprenticeships, and $1 million for the International Centre for Northern Governance and Development at the University of Saskatchewan.

The province is also putting an additional $1.5 million into the Saskatchewan Research Council, and $2.6 million in new operating funding is going towards the Canadian Light Source, Canada's national synchrotron research facility based at the U of S.

Alberta

Faced with a budget shortfall of almost $5 billion for the second year in a row, Alberta's Conservative government is cutting the advanced education ministry funding by 9.6 per cent for 2011–2012 with less money allocated for capital expenses and research and innovation, while adding a modest 1.2 per cent to the ministry's operational support budgets for post-secondary education.

Walter Dixon, president of the Confederation of Alberta Faculty Associations, says holding the line on operating grants to universities and colleges in February's budget release is something of an achievement given the current fiscal and political climate.

He said while the long-term outlook for the province's universities remains uncertain, "the consequences of a prolonged funding freeze are already being felt across our campuses, where further cutbacks are expected."

Also allocated in the budget is $30 million for "lights-on" funding for new facilities, $20 million to address enrolment growth, and an additional $6 million to be used for recruiting and retaining faculty, which Dixon said may help ease some of the pressure on institutional budgets this year.

Alberta Colleges and Institutes Faculties Association president David Hyttenrauch said it will become more and more difficult for post-secondary institutions to provide a certain quality and quantity of programs.

"The projection is for no increase in the 2012 and 2013 budgets. Frozen budgets amount to cuts in real terms, and we were already seeing programs lost and positions cut before the impact of this budget is felt," Hyttenrauch said.

The budget also suspends for the next two years matching monies from the Access to the Future Fund, a provincial endowment program set up in 2005 to match private donations to universities and colleges.

Hyttenrauch said the suspended fund payments were unexpected and a disappointment. "This puts at risk hundreds of millions of dollars of donations, and seems to signal that a community's willingness to invest in post-secondary education is no longer matched by the government."

Dixon says it's not clear how potential donors will respond to the two-year hold on the fund, which provides about $45 million annually in funding to institutions. "There's already a massive backlog of pledges waiting to be matched from what is a relatively modest endowment fund."

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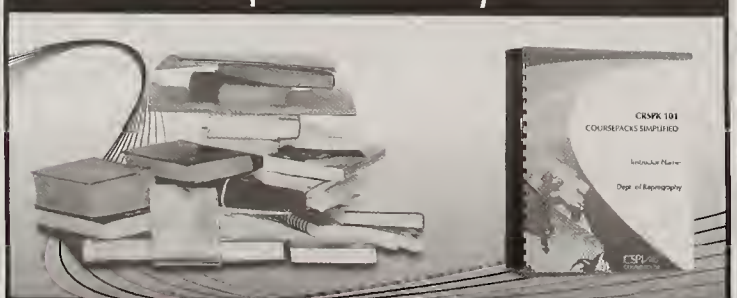

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CAREERS
CARRIÈRES

SECTION B

A

■ **ACADEMIC LITERACY EDUCATION — Simon Fraser University.** The Faculty of Education at Simon Fraser University is seeking to hire one full time (1.0) Continuing Lecturer to teach undergraduate courses and to assist with the curriculum development of Foundations of Academic Literacy. Simon Fraser University (http://www.sfu.ca) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian public universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (http://www.educ.sfu.ca) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on three campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Responsibilities: The position involves eight teaching assignments per year. Teaching assignments will be primarily drawn from the scheduled sections of FAL courses, but other courses may be assigned based on other disciplinary expertise. Courses and other related duties may be situated in either the Burnaby or Surrey campus. Other related duties as assigned. Qualifications: Doctoral degree completed in the area of Academic Literacy Education. Experience in developing academic literacy courses in higher education and curriculum development. Experience in teaching academic literacy to learners making the transition from high school to post-secondary level studies. Strong scholarly and written abilities. Excellent communication skills and ability to work well in a team. Applicants should forward (1) a letter of application describing their teaching experiences, their scholarly interests and achievements, and their areas of expertise they may contribute to the Faculty, (2) a current curriculum vita, (3) the names and contact information for three referees to: Dr. Kelleen Toohey, Associate Dean, Academic, Faculty of Education, Simon Fraser University 8888 University Drive, Burnaby, BC, V5A 1S6. Review of applications begins on April 15, 2011. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **APPLIED LINGUISTICS — University of Ottawa.** Position: Language Teacher III/IV, French as a Second Language Expertise required: Development and teaching of university-level FLS immersion support courses and regular undergraduate FLS courses. This tenure-track position, commencing July 1, 2011, entails a full teaching load (seven 3 credit courses), a research component and administrative duties. To be considered, candidates must have an MA, MEd or PhD in Applied Linguistics (specialization in Second Language Teaching) or in Second Language Education, and two years experience teaching credit courses in French as a Second Language at the university level. For more information on our programs, please consult our web site at: http://www.olbl.uottawa.ca/en/Index.php. The salary is determined in accordance with the APUO Collective Agreement. The University of Ottawa is justly proud of its 160-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, the successful candidate will be expected to have the ability to function in both official languages. Deadline for applications is May 30, 2011. Please forward a cover letter, curriculum vitae, and three confidential letters of recommendation, sent under separate cover, directly to: Dr. Larry Vandergrift, Interim Chair, Official Languages and Bilingualism Institute, University of Ottawa, 600 King Edward Ave. Ottawa, ON, K1N 6N5. Tel: 613-562-5359; Fax 613-562-5126; e-mail: lvdgrift@uottawa.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; men, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

B

■ **BUSINESS (DIRECTOR) — University of the Fraser Valley.** Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 16,000 students pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. UFV is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. The School of Business invites applicants for the full-time position of Director. The UFV business program is one of the oldest and largest programs of study at the University. The UFV School of Business offers a four-year Bachelor of Business Administration degree, including several subject options and concentrations; Bachelor of Business Administration degrees in Aviation, Trades and Agriculture; a two-year diploma; and three certificates. The School currently has a complement of 16 full-time faculty members. Reporting to the Dean of the Faculty of Professional Studies, the Director is the administrative and academic Head of the School of Business and is responsible for all programs delivered through the School. The Director works in close collaboration with the School's 18 faculty and three staff members, including the Area Coordinators in each of the School's three general academic areas. The Director is responsible for managing all aspects of the School's ope-

Kick Start Your Job Hunt
Academic Work.ca

La recherche d'emplois accélérée
Travail Academique .ca

Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
January 2011 janvier	December 01 décembre 2010	December 22 décembre 2010
February 2011 février	January 05 janvier 2011	January 26 janvier 2011
March 2011 mars	February 02 février 2011	February 23 février 2011
April 2011 avril	March 02 mars 2011	March 23 mars 2011
May 2011 mai	April 06 avril 2011	April 27 avril 2011
June 2011 juin	May 04 mai 2011	May 25 mai 2011

Advertising Rates (Section B)

CAREER / JOB ADVERTISING
Display ads ..... $75 / column inch
Classified ads ..... $1.20 / word

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Add a picture/graphic ..... +$25
† Special category rates apply only to non-career advertising such as housing, call for papers, coursewere, conferences & events.

OTHER CHARGES
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Agency commission (print-ready display ads)†† 15%
†† 4-colour & position charges commissionable.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI
Grandes annonces ..... 75 $/pouce-colonne
Annonces classées ..... 1,20 $/mot

AUTRES QUE LES OFFRES D'EMPLOI†
Annonces classées ..... 0,50 $/mot
Ajout d'une image ou d'un graphique ..... +25 $
† Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements)

AUTRES FRAIS
Quadrichromie ..... +700 $
Emplacement privilégié (les grandes annonces) ..... + 10 %
Commission d'agence (prêtes pour l'impression)†† ..... 15 %
†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.esp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités loisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél : (202) 737-5900, ou de visiter www.aaup.org

CAUT ACPPU BULLETIN

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B5 Accommodations Wanted

How to Place a Career Ad

PHONE
613-820-2270

FAX
613-820-2417

EMAIL
ads@caut.ca

MAIL
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted online at **ACADEMICWORK.CA** for free.

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

CAREERS CARRIÈRES

rations, including curriculum and program development, program management, timetabling, staffing (including faculty and sessional instructor recruitment), budgeting, educational planning, enrolment management, strategic planning, and community liaison. The Director also participates in the administration of the Faculty of Professional Studies through collaboration with the Dean and the other Directors and Department Heads within the Faculty. The Director will have the ability to encourage high-quality teaching, learning and research within the School. The Director's leadership will also involve building and maintaining relations within the School and the broader UFV community. The Director is responsible for representing the School at the institutional and inter-institutional level, and for managing the School's relationships with the external community. The successful candidate will possess a Ph.D. in a business-related discipline. Candidates with a Ph.D. near completion will be considered. The successful candidate will have at least five years' teaching and administrative experience at an accredited public post-secondary institution, in an academic unit similar in size and structure to the School. Candidates should be able to demonstrate their skills in collaborative leadership, administration, communication, and planning. Shortlisted applicants may be required to undergo a criminal record check. Applications, citing Posting 2011.18 should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538. Website: www.ufv.ca; Email resumes to: erinio@ufv.ca. The Selection Advisory Committee will begin reviewing applications on March 31, 2011, however, the position will remain open until filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

C

■ **CLINICAL ANATOMY — University of Western Ontario.** The Department of Anatomy and Cell Biology in the Schulich School of Medicine & Dentistry at The University of Western Ontario invites applications for a tenure-track or tenured faculty position at the rank of Assistant Professor, Associate Professor or Professor in the area of Clinical Anatomy. The Division of Clinical Anatomy, within the Department of Anatomy and Cell Biology, consists of a highly motivated group of educators, responsible for teaching the sub-disciplines of anatomy to students in medicine, dentistry and other health science professions. Members of the Division are also actively involved in educational scholarship and research, including the design, production and testing of innovative teaching materials. Four years ago the Division launched a successful Master of Clinical Anatomy program, the first of its kind in Canada, designed to train students to become educator-scholars in the field of Clinical Anatomy. More recently we have begun training PhD candidates in educational scholarship in the field of Clinical Anatomy. Applications will be considered from candidates with a PhD, MD or DDS (or equivalent) degree, with a strong background and demonstrated excellence in the teaching of gross anatomy, embryology and histology. In addition, candidates must show clear evidence of outstanding scholarship in education. The successful candidate will be expected to take an active part in teaching and student supervision, as well as developing and maintaining an active program in educational scholarship or research related to clinical anatomy. An appointee at the Associate Professor or Professor level will also assume administrative duties within the Division and will be expected to play a key role in the continued development of a Clinical Anatomy PhD program. For more information about the department, please visit: http://www.uwo.ca/anatomy. Qualified applicants should submit the following: a curriculum vitae; a brief teaching dossier; a statement of teaching philosophy; an outline of proposed scholarly activities; and the names of four referees, one of whom should be a former student, to: Dr. Peter Haase, Chair, Search Committee, Department of Anatomy and Cell Biology, Medical Sciences Building, The University of Western Ontario, London, Ontario, Canada, N6A 5C1; Email: Peter.Haase@schulich.uwo.ca. Applications will be accepted until June 1, 2011. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

H

■ **HEALTH STUDIES — University of Western Ontario.** The Faculty of Health Sciences at The University of Western Ontario invites applications for a full-time Probationary (tenure-track) position in the School of Health Studies at the rank of Assistant Professor. Requirements for the position include a PhD in a relevant health science field, and teaching and research expertise that aligns with the health policy field of study. The successful candidate for this position will hold undergraduate and graduate teaching responsibilities in both the School of Health Studies and the Health and Rehabilitation Sciences Graduate Program. The appointed individual will develop and deliver courses related to introductory and advanced health policy, health systems (e.g., financing, delivery, organizational processes and structures), integrated health systems, cross-sector partnership models and emerging trends in health care. In this position, the candidate will support the teaching needs in the School. The successful candidate will also have a strong program of research in one of the areas listed above, and will attract and supervise graduate students, engage in scholarly activity, compete for peer-adjudicated research grants, and participate in service internal and external to the university. The candidate will have demonstrated expertise in developing and teaching courses in traditional and flexible learning environments. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London Ontario, with a vibrant population of 385,000. London is renowned as a major academic health sciences centre. The School of Health Studies is one of 6 schools in the Faculty of Health Sciences. The School is interdisciplinary in nature and has committed partnerships with leading practice centres in the city and region. Educational and research programs are supported through excellent relationships with health care and community agencies. The School attracts over 2400 applicants annually for one of the available 300 Year 1 undergraduate positions. There are currently over 1200 undergraduate students enrolled in the School of Health Studies. The effective date of appointment is July 1, 2011. Please send a detailed curriculum vitae, a cover letter, and the names of three academic referees to: Dr. Marita Kloseck, Director, School of Health Studies, Faculty of Health Sciences, 222 Arthur & Sonia Labatt Health Sciences Building. The University of Western Ontario, London, Ontario, N6A 5B9; http://www.uwo.ca/fhs/health_studies. The deadline for receipt of applications is May 4, 2011. Please quote number HS 113 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HUMAN DEVELOPMENT — Simon Fraser University.** Simon Fraser University's Faculty of Education seeks applications for a tenure-track position in Human Development, with a special interest in exceptionality. The appointment will be at the rank of Assistant Professor and will begin September 1, 2011 (or at the earliest convenience of the successful candidate). Simon Fraser University (http://www.sfu.ca) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The lower mainland area of British Columbia is also noted for its ethnic and linguistic diversity, and candidates who speak French or other languages in addition to English are especially encouraged to apply. The Faculty of Education (http://www.educ.sfu.ca) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on three campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Applicants should have an advanced doctorate in Human Development/Exceptionality/School Psychology/Special Education (or related fields); evidence of scholarly work in early intervention for children with learning or developmental disabilities in educational settings; a commitment to interdisciplinary research; a willingness to create and manage outreach activities to support children with disabilities, their families and teachers. An interest in national and international policies on early intervention would be an asset but not a requirement. The successful candidate would be able to articulate and promote a contemporary vision of interventions for children with disabilities in a Canadian context, beginning with early learning and care and continuing on into schools, and be able to work with an interdisciplinary team of educators offering courses and degrees across undergraduate, undergraduate, teacher education, and field programs. As the Faculty of Education has a large and respected teacher education program, it is an asset for applicants to have documented experience either in teaching at the K–12 level, or in working directly with K–12 teachers in another professional context (e.g., research, curriculum or product development). Applicants should forward (1) a letter of application describing their teaching experiences, their scholarly/artistic interests and achievements, and their potential contributions to the Faculty, (2) a current curriculum vita, (3) the names and contact information for three referees, and (4) one scholarly paper to: Dr Kelleen Toohey, Associate Dean, Academic, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Review of applications begins on April 30, 2011. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **HUMAN RESOURCE MANAGEMENT — Saint Mary's University.** The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position at the Assistant Professor rank. The position will begin on July 1, 2011 or January 1, 2012. The ideal candidate's primary teaching and research expertise will be in Human Resource Management. To contribute the development of the School's programs, we are especially interested in candidates with expertise in HRM specializations such as recruitment, selection, performance evaluation, and compensation management, and a strong adjunct competency in organizational behavior.

DALHOUSIE UNIVERSITY
Inspiring Minds

Faculty of Engineering

NSERC Industrial Research Chair Electrical & Computer Engineering

The Department of Electrical and Computer Engineering at Dalhousie University (www.ece.dal.ca) invites applications and nominations for an NSERC Industrial Research Chair sponsored by Ultra Electronics Maritime Systems (www.ultra-ms.com). More information can be found at: http://electricalandcomputerengineering.dal.ca/Job Postings/NIRC. The successful candidate will be offered a tenured or tenure-track appointment at the rank of Professor/Associate Professor.

Candidates must have a doctoral degree, excellent research achievements and recognized team leadership in the areas of Signal Processing and Communications. Specific research interests relate to applications in low frequency electromagnetic communication and in underwater acoustics. Consideration will be given to individuals with outstanding communication skills and who can teach in English at the undergraduate and graduate levels. Eligibility for registration of Professional Engineers of Nova Scotia is considered essential.

The successful candidate will complement a department team active in research in: Communications, Microelectronics, Photonics, Power/Energy and Robotics. Through this Chair, Ultra seeks to consolidate its position as a world leader in expendable submarine detection equipment, as a centre of excellence for towed sonar, and as a developer of innovative applications of magneto-inductive technology.

Applicants should submit a single PDF file containing a letter of application, a CV and a statement of teaching and research interests to:

Chair of the Search Committee
Electrical and Computer Engineering Department
E-mail: elecdept@dal.ca

Three letters of reference should be sent directly by referees to the same e-mail address. The review process will commence **March 30, 2011** and will continue until the position is filled. The start date for the position is July 1, 2011. Chair nominations are subject to approval by NSERC.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. For more information, visit the Employment Equity web site at: www.hrehp.dal.ca.

SAINT MARY'S UNIVERSITY SINCE 1802
One University. One World. Yours.

Dean of the Sobey School of Business

Saint Mary's University invites applications for the position of Dean of the Sobey School of Business.

Saint Mary's University, founded in 1802, is a metropolitan university with international linkages throughout the world and a strong commitment to the regional community. The University is located in Halifax, Nova Scotia, the Atlantic provinces' largest city and the economic and cultural centre of the region. Saint Mary's has an enrolment of approximately 6,200 full-time and 1,100 part-time students, representing 90 countries, and offers a strong undergraduate education in Arts, Sciences and Business, as well as graduate programs in strategically selected areas of strength. With an annual operating budget of $105 million, the University employs some 950 full-time faculty and staff.

The Sobey School of Business is the largest business school in Atlantic Canada with seventy faculty members. The School offers programs at the undergraduate, Masters and Doctoral levels, which are all AACSB accredited. It also contributes to Executive and Professional Development programs as part of Saint Mary's commitment to life-long learning. The Sobey School comprises a diverse faculty and student body benefitting from numerous international partnerships and study abroad opportunities.

Reporting to the Vice-President (Academic and Research), the Dean, as academic and administrative head of the Business Faculty, will lead in the development and implementation of a strategic plan, taking full advantage of the opportunity to strengthen internal relationships among departments and collaborate with other University units and raise the profile of the School at the national level. The Dean will foster a culture of innovation in services to students, program development, curriculum renewal, and interdisciplinary and cross-disciplinary research and teaching. The successful candidate will be a confident, results-oriented leader who has a vision for the Faculty and can build support to enhance the Faculty's reputation as a leader in teaching, research and service. The successful candidate will have experience in leading change and growth in complex organizations, where persuasion and personal credibility were significant success factors. Candidates should have a strong record of successful administrative experience, teaching excellence and scholarly publications, and should work well within a unionized environment.

Decanal appointments are for six-year periods and are renewable.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Please forward a letter of application, a recent curriculum vitae and names of three referees, in confidence, to the address shown below.

Should you wish to discuss this opportunity, please contact Mr. Jim Lundy of Janet Wright & Associates Inc. Consideration of applications will begin in early April and will continue until the position is filled. The position will start July 1, 2011, or as soon as is reasonable.

Further information about Saint Mary's University and the Sobey School of Business can be found at **www.smu.ca.**

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200
Toronto, Ontario M5R 2K9
smubusiness@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

Limited Term Faculty Position (1)

The School of Physiotherapy at Dalhousie University welcomes applications to fill a 1.0 FTE limited term position at the rank of Assistant Professor or higher level for the period July 1, 2011 - June 30, 2012. Salary will be commensuate with qualifications and experience.

This position encompasses primarily teaching, administration and development of a continuing education program. The preferred applicant will have a doctoral degree. Preference will be given to applicants with recent clinical and teaching experience at the Master's entry-level in the Musculoskeletal / Exercise Science / Therapeutic Exercise areas. Expertise in related research, and/or continuing education development is considered an asset. Knowledge of the physiotherapy profession (eg. Regulatory bodies, professional association) is required.

The successful candidate will be an individual who understands the issues facing physiotherapy practice and is committed to excellence in education and research. The successful candidate will join faculty committed to the strategic goals and ongoing development of the School.

Dalhousie's School of Physiotherapy is one of 9 units within the Faculty of Health Professions. It offers an entry-level MSc (PT) program as well as a thesis-based MSc research program with regional, national and international linkages. Halifax is a small, international, historic city located on the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing and whale watching.

Consideration of applications will close May 1, 2011. Interested applicants are asked to submit a letter of interest, curriculum vitae, outline of research directions and teaching focus. Applicants must also arrange to have letters from three academic/professional referees sent directly to:

Director
School of Physiotherapy, Dalhousie University
Halifax, Nova Scotia CANADA B3H 3J5
Ph: (902) 494-2629 Fax: (902) 494-1941
E-mail: physiotherapy@dal.ca
This position is subject to budgetary approval.

"All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women."

DALHOUSIE UNIVERSITY
Inspiring Minds

CAREERS CARRIÈRES

Candidates are expected to have completed, or be near completion of, a PhD in Human Resource Management, Organizational Behavior or a closely related area. Candidates must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful applicant will be expected to teach at both the undergraduate and graduate levels, in addition to conducting and supervising research that contributes to the School's academic programs. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, master and PhD levels. It is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at http://www.sobey.smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity, and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Applicants should send an up-to-date curriculum vitae, a letter describing teaching and research competencies, and the names/contact information of three referees, their citizenship/permanent residence status and any other material they wish to be considered by email. Applications should have "SMU Mgmt HRM 2011" as the subject field, and the email should be sent to both mgt.chair@smu and sandra.fougere@smu.ca. Review of applicants will begin April 1, 2011 and continue until the position has been filled.

IMMUNOLOGY, VIROLOGY/MOLECULAR BIOLOGY — Wilfrid Laurier University. The Faculty of Science invites applications for a tenure-track appointment at the Assistant Professor level in Immunology, Virology or Molecular Biology beginning July 1, 2011, subject to budgetary approval. Individuals whose research bridges multiple areas in biomedical and health sciences, and uses integrative, cutting-edge approaches are strongly encouraged to apply. Applicants should have a PhD, evidence of commitment to, and superior ability in, teaching, an active program of research with strong potential for external funding, and a commitment to graduate student training. The successful candidate will have teaching expertise in the areas of virology or immunology, with the ability to teach a variety of other health-related undergraduate courses (e.g. biology, epidemiology, chronic disease management, vulnerable populations, introductory health, and research methods) being a definite asset. In addition, his or her research program should be closely aligned with the field of health or the biomedical sciences. The successful candidate will initially join the Department of Biology within the Faculty of Science, but will contribute primarily to the teaching and development of Health Sciences courses, and will have the opportunity to provide leadership and direction to this new and rapidly growing program. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a summary of teaching experience and interests, and contact information (address, telephone, and email) for at least three referees to: Dr. Rick Elliott, Associate Dean, Faculty of Science & Program Coordinator for Health Sciences, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: relliott@wlu.ca). Applications will be accepted until April 30, 2011, or until the position is filled. Applicants can learn more about the Honours BSc Program in Health Sciences at: https://www.wlu.ca/calendars/program.php?cal=1&d=803&p=1584&s=365&y=44 and the Department of Biology at http://www.wlu.ca/science/biology. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Paul Jessop (pjessop@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=2465&p=10545.

INTERNATIONAL DEVELOPMENT STUDIES (CRC TIER II) — Saint Mary's University. Saint Mary's University has a longstanding and extensive record of excellence in International Development Studies at both the undergraduate and graduate levels. As part of its strategy to expand and strengthen its interdisciplinary approach to international development issues, the University now invites applications and nominations for a Tier II Canada Research Chair in International Development Studies (IDS). We are particularly interested in a candidate whose research promotes linkages with wide-ranging interdisci-

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SUBMIT ADS VIA EMAIL
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Université Sainte Anne

Vice-recteur ou vice-rectrice à l'enseignement et à la recherche

L'Université Sainte-Anne est à la recherche d'un leader dynamique pour combler le poste de vice-recteur ou de vice-rectrice à l'enseignement et à la recherche

Seule institution d'enseignement postsecondaire de langue française en Nouvelle-Écosse, l'Université Sainte-Anne accueille des étudiants venus des quatre coins de l'Atlantique, du Canada et d'un peu partout au monde. Ses programmes en administration des affaires, en éducation, en sciences humaines, en sciences pures, en immersion française, ainsi que plusieurs autres programmes professionnels, préparent les étudiants à entrer dans le monde du travail avec les connaissances pratiques et théoriques qui leur permettront de réussir.

Répondant au recteur, le vice-recteur ou la vice-rectrice exerce une fonction de leadership visant l'excellence dans les domaines de l'enseignement et de la recherche.

La personne idéale :

- est titulaire d'un doctorat
- a une bonne connaissance du milieu universitaire ainsi que des capacités démontrées en administration, en enseignement et en recherche
- a d'excellentes aptitudes pour la communication et les relations interpersonnelles
- a la capacité d'encourager la collaboration et la discussion
- a une bonne connaissance du milieu minoritaire francophone en Nouvelle-Écosse
- maîtrise le français et possède une bonne capacité à communiquer en anglais

Entrée en fonction : à déterminer selon la disponibilité du candidat choisi.

Les personnes intéressées sont invitées à envoyer leur cv, une lettre d'accompagnement et le nom de trois répondant.e.s, au plus tard le vendredi 29 avril 2011 à

Monsieur Allister Surette
Président du comité de mise en nomination
Université Sainte-Anne
Pointe-de-l'Église, N.-É. B0W 1M0
(902) 769-2114, poste 7304
allister.surette@usainteanne.ca

www.usainteanne.ca
Pour cultiver les étoiles de demain
L'Université Sainte-Anne souscrit au principe de l'équité en matière d'emploi. Toutes les personnes qualifiées sont encouragées à poser leur candidature.

Health Informatics
Discipline of Family Medicine

MEMORIAL UNIVERSITY

The Discipline of Family Medicine, Faculty of Medicine, Memorial University of Newfoundland, is inviting applications for a tenure track position in Health Informatics. The appointment will be at the Assistant Professor level. Salary will be commensurate with qualifications and experience.

Candidates are expected to possess a PhD in Information Systems as related to health. Individuals who are currently in the later stages of their graduate training are encouraged to apply. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Applications are invited from candidates with experience in the development, use and impact of information system technologies in health. The e-Health Unit's current research agenda focuses on evaluation frameworks and adoption of technologies in practice (http://www.med.mun.ca/eHRU/Home.aspx). Research interest and expertise in human computer interaction, data mining, databases, or distributed systems in health is desirable. The successful candidate is expected to build her/his own teaching and research activities and collaborate with other academic departments and units at Memorial University.

Applications must be received by ***May 30, 2011***. Please send a cover letter, curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy, one to three sample publications and the contact information of three referees to:

Joan Fillier, Secretary to the Vice Dean
c/o Office of the Dean
Faculty of Medicine
Health Sciences Centre
St. John's, NL , Canada, A1B 3V6
Email: joan.fillier@med.mun.ca

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents of Canada will be given priority.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Further information about Memorial University and the Faculty of Medicine, can be found at: www.mun.ca and www.med.mun.ca.

FACULTY OF SOCIAL WORK
Assistant Professor, Calgary

UNIVERSITY OF CALGARY

The Faculty of Social Work invites applications for a tenure-track academic position at the Assistant Professor rank on its Calgary campus. Candidates must possess a doctorate (or near completion), at least one degree in social work (or equivalent), refereed scholarly publications, direct social work practice experience, post-secondary teaching experience and a demonstrated capacity to work effectively in a collaborative environment. Experience in distance and technology-mediated teaching and learning will be an asset in this competition.

We are specifically seeking faculty to teach in both our undergraduate and graduate programs. To complement our Faculty's research and programming priorities, candidates should have subject expertise in one or more aspects of: leadership in the non-profit/voluntary sector or social services administration, and/or health and mental health policy and practice.

Rank and salary for this position is at the Assistant Professor level, however, where qualifications and previous academic experience warrant, consideration will be given at a higher rank. The Faculty is committed to increasing racial, cultural, ethnic and gender diversity in its staff complement and therefore encourages applications that would support this commitment.

The University of Calgary is a young, dynamic, comprehensive research university. The Faculty of Social Work is research-intensive, supporting inter-professional and community-based enquiry from multiple perspectives in the generation and application of knowledge to social and individual change. The Faculty is the sole provider of social work degrees in Alberta with offices in Calgary (main campus), Edmonton (Central and Northern Alberta) and Lethbridge (Southern Alberta) and serves approximately 230 BSW students, 204 MSW students and 36 PhD students at the Calgary campus.

The competition will remain open until qualified applicants have been chosen; recruitment activities will commence immediately with appointment date to coincide with the beginning of either the academic Fall or Winter Sessions over the next two years. Ideally, the chosen candidate will start in Fall 2011. Information about our programs may be found on the Faculty of Social Work website: www.fsw.ucalgary.ca.

Applications should include a statement that explains how the applicant's program of research and publication record, and teaching and social work practice experience qualifies the individual for this position. Please send a letter of application, curriculum vitae, sample of published work, sample course outline, and names and contact information of three referees to:

Dr. Jackie Sieppert, Dean
Faculty of Social Work, University of Calgary
2500 University Drive NW, Calgary, AB T2N 1N4
Phone: (403) 220-5945; Fax: (403) 284-1391
Email: sieppert@ucalgary.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates, and encourages diversity.

UofC

CAREERS CARRIÈRES

University of Regina

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS
Tenure-Track Position
In the area of Political Science (1)

Term Positions
In the areas of Women's & Gender Studies (1), Geography (1), and Economics (1)

FACULTY OF EDUCATION
Tenure-Track Position
In the area of Arts Education (Drama Education) (1)

FACULTY OF SCIENCE
Tenure-Track Position
In the area of Chemistry & Biochemistry (1)

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

plinary and internationally oriented scholarship underway in the Faculty of Arts. The area of specialization is open, but we will give special attention to candidates whose research is very broadly located within the political economy approach to the social, economic, political and cultural dimensions of development issues. Applicants' research should have a regional focus on Latin America, Africa, or Asia, but with global relevance. The Government of Canada funds the Canada Research Chairs program to promote worldclass research in Canadian universities. According to the guidelines for Tier II Chairs, the successful candidate will have completed her or his PhD sometime in the past ten years and will have accumulated a record of significant published research relating to one or more of the fields related to International Development Studies. The candidate will also have a demonstrated capacity to work with an interdisciplinary community of scholars. The successful candidate is expected to make a significant contribution to the building and consolidation of interdisciplinary research within the broader international development research program at Saint Mary's University. The University grants a considerable teaching load reduction to CRC appointees, but applicants must nonetheless demonstrate successful teaching at both the undergraduate and graduate levels. Subject to review and approval of the Canada Research Chairs Committee in Ottawa, the appointment to Saint Mary's University will be made at the rank of Associate Professor and will include cross-appointment between International Development Studies and an appropriate academic department in Saint Mary's University. Saint Mary's University is committed to serving the local, regional, national and international communities, a commitment it realizes through a broad spectrum of outreach activities, well-focused research programs, and contributions to lifelong learning. Its international character is reflected in its proportion of international students and success in securing funding for international projects and related research. Saint Mary's has collaboration agreements with universities and educational agencies around the world. Scholars in the Faculty of Arts play a key role in these strategic priority areas of research, and their interdisciplinary curriculum and research supervision serves both undergraduate honours and MA degrees. IDS is the largest Faculty of Arts graduate program at the University with approximately 60 students actively engaged in IDS graduate research. Faculty members associated with IDS are involved in a broad range of externally-funded projects, and their research has been extensively published. Applicants are asked to submit a curriculum vitae, an example of recently published work, a teaching dossier, a comprehensive outline of their proposed research program, and should supply the names and contact information of three potential references. Applicants are responsible for ensuring that their files are complete. Review of applications will begin March 31, 2011 and will continue until the position is filled. Applications, as well as reference letters, should be sent to: Dr. Anthony Holland O'Malley, Coordinator, International Development Studies, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3. This advertisement is directed in the first instance to Canadian citizens or landed immigrants. Saint Mary's University is committed to the principles of employment equity.

L

■ **LIBRARIAN (BUSINESS) — York University.** York University Libraries seeks a motivated and service-oriented librarian to serve as a member of the Peter F. Bronfman Business Library and to provide reference and research assistance, instruction, collections and liaison services related to business teaching and research at York University, with special responsibilities in the area of finance. Details are available at: http://webapps.yorku.ca/academichiringviewer/viewposition.jsp?positionnumber=1185. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LINGUISTIQUE APPLIQUÉE — Université d'Ottawa.** Poste: Professeur de langues III/IV, Français langue seconde Expertise demandée: Développement et enseignement des cours d'immersion au niveau universitaire et cours FLS au niveau de premier cycle. Ce poste menant à la permanence et débutant le 1er juillet 2011, comprend une charge complète d'enseignement (sept cours de 3 crédits), une composante de recherche et des fonctions administratives. Pour être admissibles, les candidats doivent détenir une MA, une MEd ou un doctorat en enseignement du français langue seconde, en didactique des langues, en linguistique appliquée (spécialisation en langues secondes) et posséder une expérience minimale de deux ans d'enseignement du français langue seconde au niveau universitaire. Pour plus d'information sur nos programmes, veuillez consulter le site web à: http://www.llob.uottawa.ca/fr/index.php Le salaire est déterminé selon les dispositions de la convention collective de l'APUO. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 160 ans. Par l'entremise de l'Institut des langues officielles et du bilinguisme, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur langue seconde officielle. Au moment de sa permanence, la personne choisie est tenu de pouvoir fonctionner dans les deux langues officielles. Date limite pour la soumission des candidatures: le 30 mai 2011. Les dossiers de candidatures incluant une lettre de présentation, un curriculum vitae, et trois lettres de recommandation confidentielle, envoyées sous pli séparé, doivent parvenir à: M. Larry Vandergrift, Directeur intérimaire, Institut des langues officielles et du bilinguisme, Université d'Ottawa, 600 avenue King Edward, Ottawa (Ontario) K1N 6N5. Tél.: 613-562-5359. Téléc.: 613-562-5126. Courriel: lvdgrift@uottawa.ca. Toutes les personnes qualifiées sont invitées à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les hommes, les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

N

■ **NEUROPHARMACOLOGY — University of Saskatchewan.** Applications are invited for a tenure-track Assistant Professor position to begin September 1, 2011. Preference will be given to candidates with an MD degree and/or a PhD degree in Pharmacology, expertise in Neuropharmacology with postdoctoral training. The position is open to candidates trained in all areas of Neuroscience, but those with expertise in synaptic plasticity, electrophysiology, structure-function of brain circuits, or neuronal stem cells and neuro-regeneration are especially encouraged to apply. The successful candidate will be given state-of-the-art research facilities, will develop an externally funded research program, and will contribute to the Department's teaching responsibilities. Prior to May 31, 2011, applicants should submit, by email, a Curriculum Vitae, a brief statement of research interests, reprints of recent publications, and the names and addresses of three referees to: Chair, Search Committee, c/o Cindy S. Wruck.

National Defence / Défense nationale

Full Time Opportunities

Royal Military College of Canada

Limited Term Appointments in History Department

The Department of History is seeking applications for sabbatical replacements during the 2011-12 academic year. There are three contract positions available at the Assistant Professor level for 10-month engagements. There are two positions, for which the language of instruction is French, and the undergraduate courses to be taught are in Canadian and American history, Canadian and international military history, and the history of peacekeeping. There is one position, for which the language of instruction is English, teaching undergraduate courses in Canadian and international military history, Canadian history, and the history of science and technology. Each instructor will be required to teach six courses. Successful candidates should have a completed PhD in History, show scholarly promise, and be committed to undergraduate teaching.

Limited Term Appointment in English Department and Writing Centre

The Department of English and the Writing Centre are seeking applications for an appointment at the Assistant Professor level for the 2011-12 academic year. The contract is a 10-month engagement teaching first or second year English students at the undergraduate level. Other duties include: presentations in advanced business communications and critical thinking, providing individual assistance and counselling to undergraduate and graduate students, and developing and presenting workshops on academic writing. The successful candidate will have a PhD in either English, Cultural Studies, Composition and Rhetoric, or related fields, as well as several years of practical experience teaching and assessing written work at the university level.

See www.rmcc.forces.gc.ca/per/emp/index-eng.asp for more details.

Postes à temps plein

Collège militaire royal du Canada

Postes à doter pour une période limitée au Département d'histoire

Le Département d'histoire est à la recherche de candidats ou de candidates afin de doter trois postes de professeur adjoint pour l'année universitaire 2011-2012. Les candidats ou les candidates retenus seront engagés, pour une période de dix mois, en remplacement de congés sabbatiques. La langue d'instruction de deux des postes sera le français et les cours enseignés porteront sur l'histoire canadienne et américaine, l'histoire militaire canadienne et internationale et l'histoire du maintien de la paix. La langue d'instruction de l'autre poste sera l'anglais et les cours enseignés porteront sur l'histoire militaire canadienne et internationale, l'histoire canadienne et l'histoire de la science et de la technologie. La charge d'enseignement de chaque poste comportera six cours de premier cycle. Les candidates ou les candidats retenus devraient avoir terminé leur doctorat en histoire et démontrer des aptitudes à la recherche ainsi qu'un intérêt à l'enseignement au premier cycle.

Poste à doter pour une période limitée au Département d'anglais et au Centre d'écriture

Le Département d'anglais et le Centre d'écriture sont à la recherche d'un candidat ou d'une candidate afin de doter un poste de professeur adjoint pour l'année universitaire 2011-2012. Le contrat d'une durée de 10 mois consiste à enseigner un cours de premier cycle d'anglais de première ou de deuxième année. Les autres fonctions sont de présenter un module avancé sur les communications d'entreprise et la pensée critique, offrir de l'aide et des conseils individuels à des étudiants du premier cycle et des cycles supérieurs au Centre d'écriture, et élaborer et présenter des ateliers sur la rédaction au sein de l'université. La candidate ou le candidat retenu devra détenir un doctorat en anglais, en études culturelles, en composition et en rhétorique ou dans des domaines connexes et posséder plusieurs années d'expérience pratique de l'enseignement et de l'évaluation de travaux écrits au niveau universitaire.

Prière de consulter le site www.rmcc.forces.gc.ca/per/emp/index-fra.asp pour de plus amples renseignements.

Canada

Avoid unwanted souvenirs

If you travel, you may be at risk of contracting hepatitis A or B — both are serious liver diseases.

Hepatitis A and B can be prevented by immunization. Talk to your doctor to find out how you can protect yourself.

Please live responsibly.

For more information on liver health, call **1-800-563-5483** or visit **www.liver.ca**

CANADIAN LIVER FOUNDATION

CAREERS CARRIÈRES

cindy.s.wruck@usask.ca. All qualified candidates are encouraged to apply. However, citizens and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

R

■ **RELIGIOUS STUDIES** — Saint Mary's University. The Department of Religious Studies at Saint Mary's University invites applications for a nine-month sessional position commencing September 1, 2011, subject to budgetary approval. The successful candidate will hold a PhD at the time of appointment and have demonstrated effectiveness in undergraduate teaching. Teaching duties include introductory courses in comparative religion, as well as more specialized courses on religions and the public sphere; globalization, secularization and religions; religions and civil law in Canada. The successful candidate will be expected to supervise Honors theses and provide support for graduate student research. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application must include an up-to-date curriculum vitae, certification of a completed doctorate, a teaching dossier including recent teaching evaluations, and the names and contact information of three referees. Applications should be sent to: Dr. Paul Bowlby, Chairperson, Department of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Closing Date: March 28th, 2011. Review of applications will begin April 11, 2011, and will continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

S

■ **SOCIAL PSYCHOLOGY** — Wilfrid Laurier University. The Psychology Department at Wilfrid Laurier University invites applications for a one-year, limited-term appointment in social psychology at the Assistant Professor or Lecturer level (depending on qualifications) beginning July 1, 2011, subject to budgetary approval. One-semester undergraduate courses available to the successful candidate could include the following: Introductory Psychology (PS101 and PS102), Social Psychology at various levels, Personality, and Industrial/Organizational Psychology. (The normal teaching load for limited-term appointments is five one-semester courses.) Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, any relevant information about research interests, and contact information for at least three referees to: Dr. Roelof Eikelboom, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: psychologychair@wlu.ca). Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/science/psychology. Applications will be accepted until April 29, 2011, or until the position is filled. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Paul Jessop (pjessop@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?grp_id=24656&p=10545.

ACCOMMODATIONS

■ **SOUTH OF FRANCE** — Furnished one bedroom house (sleeps 5) in village near Lodeve west of Montpellier from $1200 per month and three bedroom house (sleeps 6) in Puy-loublier, near Aix en Provence from $1400 per month, both with wifi, terrace, washing machine, lovely surroundings. www.homeaway.com/vacation-rental/p252988; www.homeaway.com/vacation-rental/p161271 Either available for short or long term rental. b.sayan@utoronto.ca 416-533-3844

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat available for rental from September 2011 to June 2012. Centrally located (New Town). All modern conveniences, including gas central heating, washing machine, dishwasher, broadband wireless Internet. Children welcome. Call Kathryn Chittick/Stephen Brown: (705) 749-1467 or (705) 748-1011 x7733. Email k.chittick@btinternet.com or swbrown@trentu.ca.

■ **LANGUEDOC, FRANCE** — Great Holiday Rentals. Languedoc area near Montpellier/Mediterranean. Medieval house & studio apartment. Self Catering. From $650/week for 2 people. www.ruemontbel.com. Enquiries: sjevent@shaw.ca.

■ **WINNIPEG, MANITOBA** — Sabbatical home available July 1/11 - June 30/12. Recent extensive upgrades to 2500 sq. ft. bi-level w. dbl. garage on lge. fenced lot adjacent to U of M. Ideal for non-smoking family w. children. $2300/ mo. + bills. Email: monks@cc.umanitoba.ca

■ **MONTREAL, QUEBEC** — Spacious & fully-equipped cottage near Montreal in a peaceful & family oriented neighbourhood. Available August 1st, 2011 to June 30th, 2012. Children welcome. Please contact: laberge.marie@sympatico.ca for more information.

WANTED

■ **AUTHORS** — Join the online digital revolution writing interactive textbooks. Financial safeguards for authors. More information at http://www.amelox.com/jobs.htm.

McGill

McGill Institute for Global Food Security
Institut pour la sécurité alimentaire mondiale de McGill

DIRECTOR
McGill Institute of Global Food Security

McGill University has recently launched the McGill Institute for Global Food Security and seeks an outstanding scholar to lead the Institute. The Institute strives to address the main challenges relating to agricultural, food, water and nutrition security through innovative multidisciplinary research, policy analysis and teaching. The position is located in the Faculty of Agricultural and Environmental Sciences.

Candidates should have exceptional research and academic credentials in any natural, social, health science or engineering discipline that underpins agriculture, food and nutrition security. The Director must be eligible for tenure, at the level of Associate or Full Professor. Given the focus and academic thrust of the Institute, candidates are expected to have an orientation towards multidisciplinary research and international development. The ideal candidate will have demonstrated the capability to lead major international academic initiatives in areas relevant to global food security.

The Director will lead innovative international research in a discipline relevant to agriculture, food and nutrition security, facilitate multidisciplinary research and scholarship in areas related to food security, and disseminate knowledge to inform social and public policy to alleviate global hunger, malnutrition and poverty through collaborations with external agencies and foundations.

McGill's Faculty of Agricultural and Environmental Sciences is located on the Macdonald Campus, 30 km from the city of Montreal. The Campus comprises 800 hectares of farm and forested lands, experimental field stations and state-of-the-art student learning facilities. Additional information concerning McGill and its Faculty of Agricultural and Environmental Sciences can be found on their respective web sites (www.mcgill.ca; www.mcgill.ca/macdonald).

Applications, including a detailed CV, accompanied by a letter of application, a brief description of teaching and research interests and administrative experience, and contact details of three referees should be sent no later than **June 30, 2011** to:

Professor Chandre A. Madramootoo
Dean, Faculty of Agricultural and Environmental Sciences
McGill University, Macdonald Campus
21,111 Lakeshore Road
Ste. Anne de Bellevue
Quebec, Canada H9X 3V9

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University of Regina

Dean, Faculty of Science

The University of Regina, Faculty of Science invites applications and nominations for the position of Dean, Faculty of Science. The appointment will be for a term of five years, ideally commencing January 2012.

The University of Regina seeks a strong and successful visionary who is committed to enhancing and promoting the Faculty's research and teaching achievements. Science is one of the strongest Faculties at the University of Regina; it holds four of the University's ten Canada Research Chairs and attracts significant amounts of external research and infrastructure funding."

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Candidates for the Dean's role should have outstanding academic credentials, a distinguished research record, proven leadership and administrative abilities, a demonstrated focus on the student experience, and a strong commitment to excellence in both teaching and research. The ability to support and motivate research and teaching, a strategic leadership style that promotes innovation, and excellent communication and interpersonal skills are all essential. The successful candidate will be appointed within the Faculty at a position commensurate with qualifications and experience.

Please visit **www.uregina.ca** and **www.uregina.ca/science** to learn more about the University of Regina and the Faculty of Science.

Please send your CV and letter of application in care of
Nancy Kazeil, Senior Recruitment Human Resources, University of Regina
nancy.kazeil@uregina.ca

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Limited Term Faculty Position (.5)

The School of Physiotherapy at Dalhousie University welcomes applications to fill a .5 FTE limited term position at the rank of Lecturer or higher level for the period July 1, 2011- June 30, 2012. Salary will be commensurate with qualifications and experience

This position encompasses primarily teaching and administration within the Neurotherapeutics Module. The preferred applicant will have a doctoral degree however applicants with a master's degree will be considered. Preference will be given to applicants with recent clinical and teaching experience at the Master's entry-level in the Neurotherapeutics / Integrated Practice areas. Expertise in related research is considered an asset. Knowledge of the physiotherapy profession (eg. Regulatory bodies, professional association) is required.

The successful candidate will be an individual who understands the issues facing physiotherapy practice and is committed to excellence in education and research. The successful candidate will join faculty committed to the strategic goals and ongoing development of the School.

Dalhousie's School of Physiotherapy is one of 9 units within the Faculty of Health Professions. It offers an entry-level MSc (PT) program as well as a thesis-based MSc research program with regional, national and international linkages. Halifax is a small, international, historic city located on the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing and whale watching.

Consideration of applications will close May 1, 2011. Interested applicants are asked to submit a letter of interest, curriculum vitae, outline of research directions and teaching focus. Applicants must also arrange to have letters from three academic/professional referees sent directly to:

Director
School of Physiotherapy, Dalhousie University
Halifax, Nova Scotia CANADA B3H 3J5
Ph: (902) 494-2529 Fax: (902) 494-1941
E-mail: physiotherapy@dal.ca
This position is subject to budgetary approval

"All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women."

DALHOUSIE UNIVERSITY
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COMMENT OPINIONS

COMMENTARY

Grant System Squeezes Researchers, Grad Students

By ROBERT G. LATTA

TEACHING graduate students is an important – and typically rewarding – part of our mission as academic researchers. Each of us shares the goal of creating the "stimulating environment for training" that NSERC vice-president Isabelle Blain described in a letter published in the November issue of the *Bulletin*. But what should we do when the steps we are asked to take in pursuit of this goal are counterproductive?

NSERC recently introduced changes in its evaluation of training within the Discovery Grants competition. NSERC's new policy is reminiscent of the old joke that the beatings will continue until morale improves – professors who cannot afford to support graduate students will see funding cuts until their training productivity increases.

Under the current grant evaluation scheme, one third of an applicant's score (which determines the funding level) is made up from their past contributions to the training of Highly Qualified Personnel (HQP). The training score is strongly influenced by the cost of supporting graduate students.

I have reviewed enough NSERC grant applications to know that typically two-thirds of the budget of a grant goes to student support. But this cost is highly heterogeneous across Canada. Some institutions and provinces have strong financial support for graduate students and low tuition – others, the opposite.

From this uneven playing field, NSERC inevitably rewards researchers who are fortunate enough to work in more supportive institutions, because they can afford to support more students. At the same time, NSERC seems not to have engaged the universities in meaningful dialogue over graduate tuition and support. NSERC may feel that setting graduate tuition levels is a university prerogative. Yet from the universities' perspective, there is little incentive to reduce tuition or increase graduate support. The researchers' feet are to the fire with NSERC demanding HQP – they have no choice but to fund the stipend and tuition asked by their universities. Thus the researchers and students who are carrying out scientific research are trapped between two competing agendas at NSERC and in our university administrations.

Perhaps more distressing, is that the present system reduces HQP (i.e., "students," or dare I say "people") to the status of points in a competition. This creates perverse incentives. First, the situation occurs in which researchers who do excellent research with insufficient training will receive the same funding as those who train numerous students to do weaker research. It is debatable whether such a policy truly advances Canada's scientific excellence.

More important though, this will inevitably tend to reward researchers who dilute the student experience. There are varying levels of this dilution, from simple "degree inflation" to, in the worst case, using graduate students as cheap labour. Graduate training in the sciences has always been an apprenticeship in which students learn by doing, gradually taking on more and more independence.

It is generally acknowledged that students' work contributes greatly to the publication record of their advisors, and administrators typically describe graduate students as "essential" to the research mission of the university (leaving it unclear why tuition is so high and

funding so low at many institutions). So there is already an incentive to use graduate students as means to an end, and the greater the proportion of a researcher's grant that must go to student stipends, the greater is the incentive to turn learning by doing into earning by doing.

NSERC policy then doubles down by awarding bonus points to those researchers who have attracted the largest stable of workers. When any measure becomes a formal indicator of productivity, rewarded by administrators and funding agencies, researchers seek to boost their scores on those indicators. The emphasis on bibliometric measures of productivity has produced a widely-recognized trend towards the least publishable unit – smaller findings being published with more coauthors, as each seeks to maximize their publication list.

Since the number of students trained is now a measure of academic productivity alongside publications, it encourages a similar dilution of graduate training. Salami publishing (so called for the thinly-sliced output) is an inconvenience. By contrast, diluting student training shortchanges young people already living on minimal stipends and facing an expectation to contribute productivity to the lab, when what they signed up for was a meaningful education.

To their credit, most professors resist this incentive, and they should be supported in this, not penalized. NSERC policy evaluating professors by the number of graduate students in their labs encourages salami training analogously to salami publishing, but far less ethical.

One of the major justifications for NSERC's emphasis on training of HQP is the claim (arguably a motherhood statement) that such personnel benefit Canada. Certainly a well-educated populace would be a great boon to any country, but I sense the argument is more financial than democratic: that a shortage of HQP is limiting economic development.

Business interests always seek a larger pool of labour. This keeps labour costs down, while allowing employers to be more selective. But the claim of a shortage is increasingly questioned. For business to assert a demand for HQP, they must not only desire the HQP, but also be willing to pay them. This is the very definition of demand in the economic sense. Yet businesses do not appear willing to pay for qualified personnel.

Ten years ago, Freeman et al (2001) documented reduced lifetime earnings in doctoral bioscience employment due to oversupply, and the situation does not appear to have changed. Indeed, the "evidence" for a shortage seems based primarily on the fact that those with the highest educations are most likely to get hired. Both of these observations imply a glut of skilled labour competing for limited opportunities, rather than a shortage.

Such a glut is beneficial for business, but detrimental to students – the same students who have just graduated from training programs in which they contributed to lab productivity for minimal stipends. An increasing number of scientists are starting to question the ethics of continuing to produce "a pool of low-cost research lab workers with limited career prospects."

In 2007, the Sloan Foundation's Michael Teitelbaum presented testimony to a U.S. congressional committee that "there are substantially more scientists and engineers graduating from U.S. universities than can find attractive career openings." In 2003, Norman Matloff argued in the University of Michigan Law Review that business claims of a shortage of qualified IT workers is part of a lobbying effort for more favourable regulations. The situation in Canada is unlikely to be vastly different.

It's long overdue for academics and academia to do a little soul searching on this. Do we train graduate students because it's good for the students or because it's good for us? NSERC seeks to increase training by making training beneficial to researchers. A far more constructive policy would treat HQP as people to be supported rather than beans to be counted.

Discussions with universities over fair levels of tuition and support would be more constructive than squeezing researchers between universities and NSERC. Awarding grants solely on scientific merit would mean that the best scientists would be best able to accept more graduate students – a far more desirable situation than incentivizing inflated HQP numbers.

But if NSERC continues its present policy, individual researchers must decide how to approach graduate training within that system. For me, NSERC incentives are ultimately trumped by the fact that I work alongside my students, and see them as my friends and future colleagues. I will gladly continue to train students but only when I can offer them a fair level of support – a liveable take-home stipend, the equipment and supplies they need in the lab, and reasonable prospects for success on graduation.

This will inevitably keep my lab small, for which I will no doubt be penalized by NSERC. But having thought carefully about NSERC's policies that is the choice I make. ■

Robert Latta is a biology professor at Dalhousie University.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

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